

# RECRUITER

*The United States Army Recruiting Command*



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USAREC ANNUAL AWARDS





# Chaplain's Corner

## Rules for happiness and success in life

Most people feel happy only when their material needs are satisfied. Happiness is a sensation that has little to do with external things, such as possessions or the amount of money earned. Instead, happiness is an emotional state that can be turned on and off at will. You can create inner happiness at any time. You're not going to be happy if you keep thinking about what's wrong with you or why you are not happy. You will be miserable and you won't be happy at all.

To be happy, we have to have a clear conscience. Right? Have you ever been happy when you've got guilt feelings? I don't think so. You must do the right thing. What is it that makes you happy? The secret of happiness is peace of mind. You must try to be the person who is at peace with his faith. Try not to carry any grudges, hurt anybody, put anybody down, or pull any shady deals. If you think this is easy to do you're wrong.

In my readings, I've been impressed by the wisdom of simple rules that repeatedly encourage a successful and happy life. Simplifying your life doesn't have to be an "all or nothing" proposition. It's up to you.

Here are a few suggestions that are helpful and rewarding.

- Try being the person God wants you to be. Begin the day with meditation or read sacred writings. Kneel to pray. Lift up your heart and seek God's love to share.
- Take responsibility for your mistakes. You sense others will dislike you when you make mistakes, then you torture yourself by trying to hide or deny them. A big mistake of itself. In fact, what others dislike is the excuses and the blame used to cover up mistakes. Owning up to your shortcomings shows you care and helps bring resolution and healing.
- Forgive yourself. This is perhaps the biggest hurdle. Mistakes are tough on self-esteem, if you aim to be perfect. However, no one gets through life without making a few.
- Stay in control of your thoughts and emotions. You can manage your reactions to events and occurrences. Only you can decide whether to choose to behave in harmony or rage.
- Stop feeling sorry for yourself. Embrace the talents and opportunities you're given to make your own happiness. It's within you to be able to do it. Be resourceful and work at it. Self-pity has no place in attaining the best life possible.
- Give yourself a pep talk. Be enthusiastic. Get excited over more things, smaller things, than you did last year. Repeat to yourself, if you must, I have unlimited energy, and I'm calling on it right now!
- Be willing to change. To be successful, be open to redirection. When things don't go as you have planned, stop and think, "What am I doing?" Consider where a different path might lead you. Reevaluating your plans may actually provide surprising advantages.

Look back over all you've done. You can't change a thing. It's history. Look ahead to all you can still do. Be grateful for the knowledge, wisdom and experience. Be confident that tomorrow's blessings are yours.

Starting with today, right now, you can have the life you've always wanted. These few rules are intended to give you a successful blueprint for action, steps to follow for a happier, richer, fuller and faithful life. Remember, don't get so busy making a living that you forget to make a life, the year of '99 will not wait on you.

Ch(LTC) Jim Neely  
USAREC Chaplain

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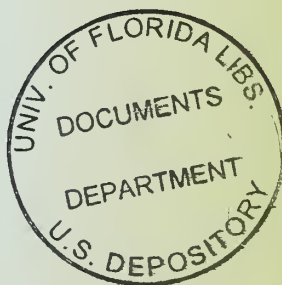
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USAREC Award  
(Cover design by  
Joyce Knight, HQ  
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## Quality of life — how can it be achieved?

Quality of life is achieved by enlisting applicants in the Army on a steady basis, and making mission box before the end of the recruit ship month (RSM). The evenflow of contracts, while maintaining steady prospecting integrity, is the key to quality of life in recruiting. Quality of life is destroyed by “compression recruiting.”

Compression recruiting occurs when prospecting for new applicants is sacrificed for processing at the end of the RSM. This lack of prospecting at the end of one RSM results in fewer applicants on the floor at the beginning of the next RSM, perpetuating the vicious cycle of “compressing” the majority of the contracts into the end of the month again. Compression recruiting creates long, stressful, and unhealthy working hours, putting a strain on you and your family. This strain is carried over into your recruiting efforts, and affects your judgement and performance. Compression recruiting is inefficient. It leads to a greater number of improprieties and a “hard pressure sales tactic” leading to a less committed Delayed Entry Program (DEP) pool, and consequently more DEP losses. Quality of life, however, can be reclaimed. To get your quality of life back, you have to first break the cycle

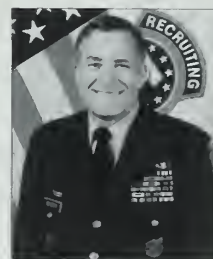
of compression recruiting. Understanding the recruiting time line is essential in this process.

It takes, on average, two weeks to turn a lead from an “appointment made” into a “contract.” On average, you will make and conduct the appointment in one week, test and test pass the applicant the week after, and floor and contract the individual the following week.

Given the two-week average required to write a contract, what happens when prospecting takes a drastic downturn during the last two weeks of an RSM? The answer is obvious. It takes the first two weeks of the new RSM to prospect for the contracts enlisting the last two weeks, again creating compression recruiting. The solution is to prospect consistently and continuously throughout the month, every day, to achieve an evenflow of applicants.

The tool shown here provides you the help needed to achieve evenflow. The Mission Accomplishment Plan (MAP) is a structured program that enables you to systematically work towards success. It provides you with the average work effort at each phase of recruiting needed to achieve the bottom line — Mission Box.

This concept should come as no mystery to any Noncommissioned Officer (NCO) serving in the United States Army. As an NCO, you are assigned a mission in a maneuver unit, just as you are in recruiting. In a maneuver unit, you are given the tool of a military map for mission success. In recruiting, you are also given the tool of a military map to ensure mission success — your recruiting MAP. With both of these tools, you incorporate an overlay showing a scheme of maneuver, which is your plan to accomplish the mission. Both of these overlays contain phase lines that must be met in order to assure mission success. There is no difference in the concept of the two. Failing to meet the Production Management System (PMS) phase lines on a recruiting MAP is the same as failing to meet the phase lines on your maneuver map. If you fail to follow either tool, you will become lost,



MG Gaddis

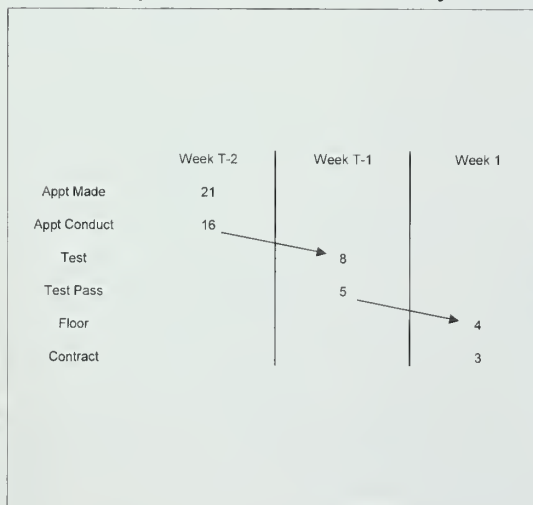
fall behind schedule, and face the real danger of not meeting your mission requirements.

The MAP lets you know what phase of the recruiting process to accomplish, when to do it, and even how many you have to accomplish. All you have to do is follow the MAP's PMS phase lines. You must also use the MAP as a guide to preclude failure. By evaluating your MAP weekly, you can identify shortfalls and make battlefield corrections before they become an insurmountable obstacle.

There are three key points to remember when using the MAP as your personal guide to mission box. The first is that trash in equals trash out. If you accept and use poor data for conversion, then you will have a poor MAP, just as if you used poor intelligence to plan your mission in a maneuver unit. You must be discriminating when accepting data, especially at the appointment made and appointment conduct levels.

The second is don't waste a lot of your valuable time with “no shows.” If you've contacted a prospect three or four times with no success, there's a good chance they're not serious about joining the Army. Cut your losses and move on to a prospect who's interested in hearing the Army story.

The third point is that the MAP is not an absolute. Satisfying your phase line requirements does not, in itself, guarantee mission box success. Remember, the MAP uses conversion data based on a rolling 12 month average, you may require a little more or a little less to achieve mission box. You must also apply your dynamic personality and all of your sales skills. No plan is perfect. The MAP has been designed as a tool, using your personal conversion data as a guide to help you reach your objective.



## Master yourself before you seek to master others

Character — who we are contributes significantly to how we act. Character helps us know what is right and do what is right, all the time at whatever the cost. Character is made up of two interesting parts — values and attributes.

Everything begins with values. New recruits enter the Army with their own values developed in childhood and nurtured through experience. We are shaped by what we have seen, what we have learned, and whom we've met.

But once a soldier puts on the uniform and once that oath is taken — that soldier has promised to live by Army values. These values tell soldiers what we need to be, every day, in every action we take. Army values form the identity of America's Army. They are nonnegotiable. They apply to every soldier all the time and in every situation. They are what we stand for. The trust soldiers have in one another depends on how well we live up to these values.

Values tell us part of what a leader must be, the other side of what a leader must be comes from his or her fundamental qualities and characteristics.

These attributes can be characterized as mental, physical, or emotional. Some attributes are inherited such as the color of your eyes and hair. Others are learned and can be changed. Leadership is not a natural trait, it is a skill that can be studied, learned, and perfected by practice.

The mental attributes of a leader include: will, self-discipline, initiative, judgment, self-confidence, intelligence, and cultural awareness. Physical attributes, such as health, physical fitness, military bearing, and professional bearing can be developed. The emotional attributes of self-control, balance, and stability contribute to how a leader feels and therefore to how he interacts with others. The soldiers we lead are human beings with hopes, fears, concerns, and dreams. The leader who understands that will and endurance come from emotional energy and remembers that soldiers use emotional energy to accom-



CSM Roger L. Leturno

plish amazing feats in tough times wields a powerful leadership tool.

Morale is an important intangible. It is a measure of how soldiers feel about themselves, their unit, and their leaders. Good morale comes from good leadership, shared leadership, and mutual respect. It is an emotional bond that springs from common values, from the team, from a belief that one's family is being cared for, and from loyalty to one's fellow soldier.

Soldiers come to the Army with a character formed by their background, education, and experience — and influenced by whatever values they hold. Character development is a complex, lifelong process. We build character in subordinates by creating units in which Army values are not just words, but a precept for what we do, and by acting the way we want them to act. We teach by example and coach along the way. When we hold ourselves and our subordinates to the highest standards, we reinforce the values for those standards embody.

Army values form the foundation of character. Character, in turn, serves as the basis of knowing and doing. The self-discipline that leads to teamwork is rooted in character and values. In the Army, teamwork depends on the actions of competent leaders of proven character who know their profession and act to improve their units. The best leaders constantly strive to improve, to get better at what they do. Their self-discipline

focuses on learning more about their profession and continually getting the unit to perform better. Leaders take advantage of every chance to improve. They look for new learning opportunities, ask questions, seek training opportunities and request performance critiques. They build competence in themselves and their subordinates.

Soldiers follow a leader because they want to do it for him and they believe in him.

Leaders act. They bring everything they are, everything they believe, and everything they know how to do to provide purpose, direction and motivation. Army leaders work to influence people, operate to accomplish the mission and act to improve their organization. Developing the right attributes, skills, and values is only preparation to lead. Leadership doesn't begin until the leader acts. The leader who lives up to the Army values, who displays competence, who acts all times as he would have his soldiers act, will succeed. The leader who talks a good game but cannot back up with action will fail in the long run.

Simply put, leadership in combat, our greatest challenge, requires accepting of a set of values that provide a basis for the character and self development that generate the will to win and the motivation to persevere.

From this motivation derives the lifelong work of self-development in the skills that make a successful leader, one who walks the talk of Be-Know-Do.

I can say no more. This is Leadership 101, specifically FM 22-100. Your next reading assignment is to pull out this manual and read it again for the first time. If we are to effect the changes in this command that will posture us for success this year, 2000, and beyond then let's exercise what we know to be true. This applies to every soldier in this command. It's getting the job done, developing ourselves, our soldiers (DEP included) and taking care of our families.





At USAREC's Annual Awards Luncheon 1998, the below employees were recognized as runner-ups. Tamara Wallace, Great Lakes Battalion, Runner-Up, Outstanding Secretarial Clerical Employee of the Year, Maria Kaplan, Jacksonville Battalion, Runner-Up, Outstanding Technical or Program Support Employee of the Year, and Paula Spillman, HQ USAREC, Runner-Up, Outstanding Program Specialist Employee of the Year. See page 13-14 for winners of the civilian award categories. (Photo by TASC, Fort Knox, Ky.)

## Secretary of the Army visits JROTC cadets

Story by Heike Hasenauer

WASHINGTON (Army News Service, Dec. 14, 1998) — Secretary of the Army Louis Caldera, in Orlando, Fla., to speak at the Army's 1998 Equal Opportunity Advisor Conference, spent several hours Dec. 8 visiting about 400 junior ROTC cadets and school government leaders at nearby Lyman High School, in Longwood.

Addressing the assembly of 9th and 10th graders, among them students from two satellite-school JROTC programs — at Croom's Academy and Winter Springs High School, respectively — Caldera emphasized the critical importance of the US Army today, despite the end of the Cold War.

Caldera talked about the US military's role in aiding the injured and homeless in Honduras following the worst hurricane of the century, bringing hope to people in Bosnia "who can now stay in their own homes and go to sleep at night without fear of being abducted and killed," and about the military's

efforts to curb drug trafficking.

Cadets who had the opportunity to speak one-on-one with Caldera, who participated in roundtable discussions with them both before and after the assembly, said the secretary impressed them not only with what he said, but by the fact that he came to visit their school in the first place.

The JROTC program, designed to get motivated young adults to join the military services, at the same time targets at-risk youth, said Berry.

LTC John Bennett, Lyman's senior Army instructor, said cadets serve as mentors and tutors and participate in clean-up and outreach projects where they live.

"Our country needs your talents, your energy, your leadership, your values," Caldera told them.

He closed by saying: "Just have faith. You have a lot of talent. And if you stay focused, you can make your dream a reality. The most important thing is the effort you put into it. The effort will always be rewarded."



## 1998 RA Health Care Recruiter of the Year

SFC John Halverson, US Army Medical Department Detachment 3d Recruiting Brigade, has been named the 1998 Regular Army Recruiter of the Year. SFC Halverson was unavailable for an interview due to personal obligations. He and the runner-up, SFC Michael S. Cambron, US Army Medical Department Detachment 5th Recruiting Brigade will be featured in the February issue of the *Recruiter Journal*.



## Great Ideas?

MG Gaddis wants to encourage everyone throughout USAREC to provide your "Great Ideas" to the *Recruiter Journal*. By great idea, he means a success story, a smart idea, or anything that you've found to be successful. Each month, the *Recruiter Journal* will print a collection of Great Ideas. Send your story to the *Recruiter Journal*, by E-mail: to [howee@usarec.army.mil](mailto:howee@usarec.army.mil). Please send your photographs, if your "Great Ideas" submission was a photo opportunity.



## Story Ideas?

If you have any comments or suggestions for articles you would like to see in a future *Recruiter Journal*, call Kathleen Welker at (502) 626-0167 or e-mail to: [welkerk@usarec.army.mil](mailto:welkerk@usarec.army.mil).

Effective Oct. 30, all Active Duty Soldier Members' (ADSM) claims in regions 1, 2 and 5 will be processed by Palmetto Government Benefits Administrator (PGBA), located in Camden, S.C. These changes apply to the ADSM claims process in Regions 1, 2, and 5. In all other regions, ADSM claims will continue to be processed through the appropriate servicing Military Treatment Facility (MTF).

All emergency medical care is covered and requires no prior approval. Dental and pharmacy bills in all regions will continue to be sent to the MTF for processing and payment approval.

Note that the TRICARE health service regions, as illustrated on the map, do not align exactly with battalion and brigade boundaries. For further information, contact your battalion or brigade family services coordinator or SFC Wendall Similton, 1-800-223-3735, ext. 6-0421. See the chart on Page 6. It explains how soldier members' TRICARE bills are paid by regions.

**Region 1** Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, New Jersey, Pennsylvania, Delaware, Maryland, The District of Columbia and part of northern Virginia.

**Region 2** Southern Virginia, North Carolina.

**Region 3** South Carolina, Georgia, Florida (excluding the western, panhandle region.)

**Region 4** Florida panhandle, Alabama, Mississippi, Tennessee, eastern third of Louisiana.

**Region 5** West Virginia, Kentucky, Michigan, Illinois, Wisconsin, Ohio.

**Region 6** Arkansas, western two-thirds of Louisiana, Oklahoma, Texas (excluding the southwest corner).

**Region 7** Southwest corner of Texas (including El Paso), New Mexico, Arizona, Nevada.

**Region 8** Colorado, Utah, Wyoming, Montana and Idaho (excluding those included in District 11), North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa and Missouri.

**Region 9** Southern California.

**Region 10** North California.

**Region 11** Washington, Oregon, and a small portion of northern Idaho.

**Region 12** Alaska and Hawaii.

**Region 13** Europe.

Which TRICARE option does what? Which option is best for you? Here are your choices ...

### Prime Time

TRICARE Prime is like a civilian Health Maintenance Organization (HMO), a central source for all your health needs. The heart of your HMO is a military medical facility, augmented by the TRICARE contractor's Preferred Provider Network (PPN). Your care will be guided by a Primary Care Manager (PCM). This is a qualified health-care provider, group of providers or clinic that supervises your care like a family doctor. The PCM may refer you elsewhere for tests and

specialty care, but will always supervise your care. A Health Care Finder (HCF) will make test/specialty appointments for you. Retirees and all family members must enroll at the TRICARE Service Center to be in TRICARE Prime. (Active-duty soldiers are enrolled automatically, but they will continue to follow normal unit sick-call procedures for all care).

### Advantages

- A PCM who knows you well guides your care instead of leaving you to fend for yourself. The PCM protects you from unnecessary tests/care, while ensuring adequacy and continuity of care you do need.

- You always know where to go for initial care, and getting appointments with your PCM is easy. When you need tests or specialty care, an HCF at a convenient TRICARE Service Center makes appointments for you.

- Most economical option for most people. You pay no deductibles and only modest fixed fees for civilian care in the PPN, rather than the sizeable percentage copayments of TRICARE Standard.

- No paperwork. Civilian providers file their claims for payment directly with contractor.

- You are guaranteed appointments for urgent care (ailments that cannot comfortably wait) within one day; for routine care (problems causing no immediate danger or discomfort) within two weeks; and for a well visit (e.g., check-ups, immunizations, etc.) within four weeks.

### Disadvantages

- Once enrolled, you are committed to TRICARE Prime for a year. You must use assigned PCM and Prime network for all care, except true emergencies. For most people, this is not a problem. But, if you prefer a doctor who is not a TRICARE Prime participant, you may not want to enroll. (Under the "Point of Service" option, enrollees can get care anywhere, but must pay a \$600 deductible and 50 percent copayments for non-emergency care outside TRICARE Prime system.)

- Retiree families must pay enrollment fees whether they use the care or not. Most will save money overall, compared to TRICARE Standard. However, ones who need little care might pay less under other options.

### Extra, extra

TRICARE Extra requires no enrollment or commitment. It is available to any time to anyone enrolled in TRICARE Prime, simply by asking an HCF at a TRICARE Service Center to make a medical appointment.

If no military care is available, the HCF will make an appointment within the contractor's preferred provider network. Or you can make appointments yourself and seek reimbursement under TRICARE Standard. (Note: TRICARE Extra is mainly available in the same areas as TRICARE Prime, but contractors may create TRICARE Extra networks in some outlying areas with large beneficiary populations.)



### How Soldiers' TRICARE Bills are Paid

TRICARE REGION	IN CATCHMENT AREA (Within 50 miles of Military Treatment Facility)	ENROLLED IN PRIME	HOW YOUR MEDICAL BILLS ARE PAID
All	YES	YES	If care is given at the MTF, there is no bill for the soldier to pay.
			If the soldier is referred off post by the MTF for treatment, doctor should send the bills directly to the MTF. Any bills sent to the soldier should be sent to the MTF. The MTF processes and pays the bill.
1,2,5	NO	YES	Soldiers enrolled in TRICARE Prime in a civilian network will contact their Primary Care Manager (PCM) for routine or specialty care. The PCM will send bills to the claim processor located at PGBA, Camden, SC, for payment. Bills for emergency care will also be mailed to PGBA for payment to the doctor or hospital.
1,2,5	NO	NO	Non-network provider will send bills to the claims processor at PGBA for payment.
11	NO	YES	Soldiers enrolled in the TRICARE Prime Geographically Separated Unit (GSU) Demonstration will contact their Primary Care Manager (PCM) for routine or specialty care. PCM will send bill to the appropriate claims processor for payment.
11	NO	NO	Same as Regions 3,4,6,7,8,9,10 below.
3,4,6,7,8,9,10	NO	NO	Soldiers not enrolled in TRICARE Prime will contact the battalion family services coordinator (FSC) for authorization for routine medical or specialty care. Bills from the health care provider will be mailed to the FSC who will forward the bill to the servicing MTF. The MTF will process the bill and send approval to the DFAS for payment to the doctor.
<small>Note: PGBA is the Palmetto Government Benefits Administrators.  Note: DFAS is the Defense Finance and Accounting Service.  Note: MMSO is the Military Medical Support Office.  Note: MTFs and MMSO will continue to monitor and provide guidance on all "Fitness for Duty" or line of Duty items.  Note: In all TRICARE Regions, civilian DENTAL and PHARMACY bills will be sent to the MTF for processing and approval for DFAS to pay the bills.</small>			

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### Advantages

- TRICARE Extra is less expensive for you than TRICARE Standard. The co-payment percentage is five percent lower; the extra providers agree to accept CHAMPUS allowable charges (thus no balance billing); and the provider's total fee (on which the co-payment is based) is lower than most non-participating providers' fees because the contractor has negotiated lower fees.

- You can keep your favorite non-participating doctors, and still benefit from lower costs when using specialties where you have no preference.

### Disadvantages

- TRICARE Extra is more expensive per treatment than TRICARE Prime.

- There is no Primary Care Manager to protect you from unnecessary care, guide you to the right care and monitor the quality of your care.

### Standard Option

TRICARE Standard is the new TRICARE name for traditional Standard and CHAMPUS coverage. It is a cost-sharing

program. Patients can select any health providers, then file claims for reimbursement of part of cost (if care is covered by CHAMPUS). Some providers, but not all, file claims for patients. Some, but not all, accept CHAMPUS-allowable fees. (Note: TRICARE Standard is only coverage available in many areas remote from military bases.)


### Advantages

Only advantage over other TRICARE options is unlimited provider choice. This may be important to patients who have established provider relationships.

### Disadvantages

- Most expensive option. Patient must pay a deductible, a percentage co-payment, and balance if provider bill exceeds CHAMPUS allowable.

- No Primary Care Manager to guide patient's care.

Once again, work through your chain of command if you have any questions. Working together, we can ensure soldiers and their families are provided the medical and dental care in an efficient and effective manner. 





# Kick it . . .

*Management System*), and USAREC PAM 350-7 (*Recruiter Salesmanship*). Before we can change anything, we need to come up with a plan of action. After reviewing our regulations, we can now come up with a plan. Let's start with training:

## **DEP Training Record Checklist**

Use the checklist to ensure that each task is completed prior to DEP/DTP ship date.

by MSG Danny W. Free, Training Branch

**W**hat time is it? It's time to make a change. We not only need to change the way we conduct our Delayed Entry Program and Delayed Training Program functions, but also our attitude towards our new soldiers. Have we lost interest in them because of the ongoing mission, not realizing that they are the "mission"?

When a recruiter takes a DEP loss, all levels of command suffer, from station commander to the commanding general. However, it's the recruiter who assumes the difficult task — the work hours increase for prospecting and processing because the mission increased by one more. DEP losses have to be made up in that current recruiting ship month.

## **A look at DEP/DTP training**

Below are some ideals and suggestions on how you can improve on or reconstruct your current training with your DEPs and DTPs. I personally used these as a recruiter, station commander, and first sergeant. It will decrease losses and increase referrals.

Take a look at your DEP/DTP cards and just see what percentage of your total soldiers attended your last three functions. If it's lower than 80 percent you will have a major DEP/DTP problem. We need to remember what it's like to be a new soldier. They are being talked out of their commitment daily. We need to reinforce their dominant buying motive and make them feel like they're a part of the Army family. To do that we need to change the way we train them.

We already have all of the tools we need to increase our productivity and decrease DEP losses. The recruiting resource can be found in USAREC 601-95 (*Delayed Entry and Delayed Training Program*), USAREC 350-6 (*Recruiter Production Management*), USAREC 350-7 (*Recruiting Station Production*

Rank \_\_\_\_ Soldier's Name \_\_\_\_\_  
 Enlistment Date \_\_\_\_\_ Ship Date \_\_\_\_\_  
 Height \_\_\_\_ Weight \_\_\_\_ BF% \_\_\_\_ Date \_\_\_\_\_

<u>Task</u>	<u>Date Completed</u>
1. Commander's welcome letter	_____
2. DEP orientation	_____
3. Enlistment certificate	_____
4. Direct deposit form	_____
5. Original police checks	_____
6. Original marriage license	_____
7. CONAP	_____
8. Correspondence courses	_____
9. Basic training task list	_____
10. Certificate of training	_____
11. PT program statement	_____
12. APFT score _____	_____
13. Three UR 512s completed	_____
14. E-2 promotion	_____
15. E-3 promotion	_____
16. Certificate of Achievement presented	_____
17. Commitment to Excellence Certificate	_____
18. S/C's 60/30 day brief	_____
19. Voter Registration	_____
20. DTP unit in-processing	_____

## **Planning**

Planning — This portion is vital. When you set the standard, you need to enforce it. Don't change month after month.

# up a notch

Ensure all needed equipment is available. Also have a back-up plan in case of bad weather.

a. Select one DEP from your DEP pool to be assistant platoon sergeant. DEP wears brass Staff Sergeant stripes or make arm bands. The selection is made by the platoon sergeant (station commander).

b. Select one DEP from each recruiter's DEP pool to be assistant squad leaders. They wear Sergeant stripes. Rotate throughout your squads monthly. The DEPs are selected by recruiters.

c. Evaluations on CTT task — Go = 5 points No-go = 0 points.

d. Evaluations will be done by recruiters on military time, identifying rank structure, phonetic alphabet, three general orders, drill and ceremonies. Five points for each correct answer or command. Push-ups, sit-ups and quarterly APFT will be scored using the APFT card standard.

e. Make it competitive and fun. Ensure awardees receive a Certificate of Achievement. Soldier of the Month/Quarter awardees' picture is posted in a frame in your station. Honor squad members need to be identified on the DEP Board.

f. Have your assistant platoon and squad leaders report to your station a week prior to the next DEP function. Inform your assistant platoon sergeant on what task you want done and have him or her meet with the squad leaders to delegate tasks down to his squads. Recruiters will be the squad leaders and master trainers. You want your DEP leaders to run the entire show. The recruiters will be the trainers and evaluators.

g. Ensure that you generate a monthly newsletter and recognize awardees, new enlistees, as well as past and upcoming events.

h. All awards should be presented in front of his or her platoon (formation). Awardee's parents and loved ones need to be present and pictures taken. The company and battalion commander needs to attend to present all awards.

i. Invite their parents and loved ones to the training. Make them a part of the training, evaluators, referees for sports, run the grill at cookouts, bring potluck dishes, etc. This brings the whole program into perspective.

j. Squad responsibilities:

(1) 1st squad — accountability (sign in roster); height and weight check. The tape test will be done by recruiters.

(2) 2nd squad — pass out and collect the training folders and guidon bearer (formation).

(3) 3rd squad — photograph events and police call.

(4) 4th squad — classroom preparation and clean-up.

(NOTE: Recruiters will train each DEP on how to report, prior to entering the station.)

## DEP/DTP Function


**Show Time** — The day is finally here. All of the DEPs and their parents have been notified and will be arriving soon. The entire leadership team is here and ready to perform their task.

Ensure every training folder has a copy of the training schedule and notepaper. All you have to do now is follow the training schedule. Recruiters need to motivate their squads to win Soldier of the Month and Honor Squad. Ensure your soldiers are doing something all the time (hands-on training) or they'll get bored and lose interest. Most of all have fun and make it competitive.

The time is now — not tomorrow, next week or next month. We are the best-trained Army in the world and who is responsible for that? The Noncommissioned Officer Corps. What are the first two lines in the NCO Creed? "No one is more professional than I." I am a Noncommissioned Officer, a leader of soldiers. So let's do what we do best — lead, train, and take care of our soldiers (DEPs/DTPs). Every new soldier needs your guidance and leadership. They want to be a part of something great.

A well-thought-out plan with interaction, hands-on training, and competition will increase your DEP's attendance and referrals. This will decrease DEP losses and increase productivity. Most of all, it will give that new soldier pride in himself and proud to serve in our great army. Who will be the first person he writes or comes home to see? It will be you — his mentor, trainer, and leader that he talks to about his adventures.

If you have an effective DEP/DTP program, by all means stay with it. But if you have a high DEP-loss-rate and no one is coming to your training then it's time for a change. This program has been proven and it will help you.

Our new soldiers need strong leadership from you so make us proud. I have more information on this subject. If you need it, give me a call at (502) 626-1442. 



# Regular Army Recruiter of the Year

The 6th Brigade number one recruiter is now the USAREC Recruiter of the Year. California recruiter, SSG Thomas R. Krech, assigned to Rowland Heights Recruiting Station, Rowland Heights, Calif. received the honor at a recent award ceremony at Fort Knox, Ky.

"I'm amazed. I was amazed to win at the battalion level, and amazed to win at the brigade, but to win here: I'm extremely amazed!" These are the words used by Krech to describe his feelings after receiving USAREC's most prestigious award. He continued, "I consider it an honor to win this award because every recruiter at this ceremony deserves this award as much or more than I do."

Krech should not be too amazed. In his relatively short seven-year military career he has already been selected as DIVARTY soldier of the year and a member of the winning marksmanship team while assigned to the 82d Airborne Division. USAREC's top recruiter modestly credits his success to the NCOs who have mentored him throughout his career. "I'm lucky, every NCO I have been assigned to, from my drill sergeant on, have been excellent mentors and teachers."



**SSG Thomas R. Krech**

overachieving his mission."

SSG Krech insisted this article include his sincere thanks to his wife, Amber, and the NCOs who taught him to be a recruiter, CSM Angelo, 1SG Lugardo, SFC Clemmenson, and SFC Kim.

When SSG Krech is not overachieving on the recruiting trail he also volunteers his time with the local Boy Scout Troop and is pursuing his BS degree in Business Administration from the University of Phoenix.

According to Krech, the secret to his 120 percent mission accomplishment last year is, "You have got to be in the high school, not just go in the high school, but be a part of it. You have to have pride of ownership in the school." He continued, "every senior should know you by name and you should know them by name and I have over 400 seniors in my school."

According to COL Gary Carlson, Commander, 6th Recruiting Brigade, "SSG Krech is the assistant station commander of a large station and was selected for this position due to his leadership skills. He sets the standard for the other soldiers to emulate in mission accomplishment and basic soldiering. He constantly leads his peers by example while consistently

## Runner-Up Regular Army Recruiter of the Year

"I wanted to get in there and make a difference," said SSG Albert B. Crawford, 1st Place Runner-Up for the Regular Army of the Year. His drive to excel at any challenge shows in his record — year-to-date box every month of FY 98.

Crawford is the station commander for Grand Rapids Recruiting Station (LPSC). His leadership is turning this station into a mission success story.

"I try to do my best," he said, "It's an honor to represent the Great Lakes Recruiting Battalion."

His Army career began seven years ago in Aug. '91. At the beginning of his service to country he was recognized as the brigade's Noncommissioned Officer of the Year FY 94 and FY 95, 101st Airborne Division, Fort Campbell, Ky.

Michigan is his home state and he said his family enjoys having him close by. Crawford, his wife Nicole, and his daughter, Mariah, live an hour drive away from his hometown of Flint.

In his biography, Crawford said his short term goal is to lead, counsel, and direct his team to Mission Box in FY 99. He says his long term goal is "to be able to look back and know the Army received everything I had and that I made a difference."



**SSG Albert B. Crawford**

# Army Reserve Recruiter of the Year

"Putting all my faith and trust in God, my family support, and doing my job" are the reasons given by SFC Brian Glen Adams to explain why he has been successful at recruiting. And successful he is. He is now the USAREC Army Reserve Recruiter of the Year.

SFC Adams is assigned to the Spring Lake Recruiting Station. Spring Lake is a small community that lies in the shadow of the back gate of Fort Bragg, N.C. A recruiter for only 14 months he has distinguished himself. During a nine-month period he enlisted 29 applicants, well exceeding his mission of 22.

Married for 14 years, Adams credits his wife Teresa and his five-year-old son Joshua for this award. "They have sacrificed and supported me more here than any previous assignment." Adams also credits the other recruiters assigned with him in Spring Lake. "We are a family, brothers and sisters, working together. They are putting two people in the Army for me while I'm here this week." He further stated, "My station has the single best cohesion and camaraderie of any unit I have ever been in."

Adams, one of only a handful of detailed Army Reserve recruiters in USAREC, credits much of his success to the positive working relationship he has developed with the AGRs and civilians at the Army Reserve units in his area.

"People go to the unit wanting information, they send them



**SFC Brian G. Adams**

to me, and I put them in the Army," he explained.

The recruiter of the year also stressed the importance of working the high schools. "You have to go into the schools and show interest in the students as individuals," he explained. "Show them that you care about their problems and listen to their hopes. They come to me if they are interested in the Army." Adams added, "the biggest reward in recruiting is helping young people who might not otherwise have much of a chance, excel, and make a better life for themselves

According to COL Mark Hays, commander, 2d Recruiting Brigade, "SFC Adams is a valuable asset to his unit and demonstrates the qualities that make a superb NCO. The Raleigh Battalion has greatly benefited from

his experience, dedication, loyalty, integrity, initiative, and maturity.

At the conclusion of the interview SFC Adams asked to thank all the NCOs who helped him along the way — taught him to be a leader in combat and now in recruiting. Adams knows that because of his success he will be asked to do even more this fiscal year. It's likely he will succeed because, as he states with the determination of a champion, "I refuse to fail."

## Runner-Up Army Reserve Recruiter of the Year

"I find job satisfaction in recruiting," said SFC Darin J. Otjen, Seattle Recruiting Battalion. He enjoys his work, likes setting his own schedule, and being an active part of his community. Otjen said the most satisfying part of his job comes from the young people he's put in the Army Reserve. They come back to see him at the Coeur D'Alene (Idaho) Station and tell him they're glad they joined.

Otjen was recognized as the Runner-up Army Reserve Recruiter of the Year at USAREC's Annual Awards Luncheon, Fort Knox, Ky. In FY 98, he made Mission Box and overproduced in this fiscal year to attain an astounding 140 percent.

"SFC Otjen is not only an outstanding recruiter, but a mentor and trainer as well. He epitomizes the idea of community ownership. He is actively involved in his high schools and church," said COL Gary C. Carlson, commander, 6th Recruiting Brigade. Otjen is also the North Idaho coordinator for the American Red Cross.

He and his wife, Rebecca, have two children; Amber is 8-years-old, and Matthew is 4-years-old.



**SFC Darin J. Otjen**



# Army Reserve Health Care Recruiter of the Year

SFC Donald F. Daniels was taking a lot of deep breaths. After spending a decade in US Army Recruiting Command and the past five years as a US Army Reserve AMEDD recruiter in Jackson, Miss., he had just earned his profession's highest honor.

The Gary, Ind., native, a 19-year Army veteran, smiled broadly as he searched for the right words. He apologized frequently during what he described was his "first interview" for having a slight case of the jitters.

The tall, lanky recruiter's joy and pride in his accomplishment was evident.

"I'm just ecstatic right now," the 37-year-old Daniels said. "It's hard to explain.

"It's the greatest honor I've ever received since being in the military."

Daniels, who served as a field artillery crew member and a combat engineer before becoming a recruiter, credits his win to a number of factors.

"It takes a lot of hard work, dedication to mission, a very strong focus in what I believe in, and a very strong support



**SFC Donald F. Daniels**

system at home," he explained. "I have to give thanks to the Lord because without Him there's nothing."

That support comes from his wife, Stacey, and his two daughters, Clorice, 11, and Adrienne, 6.

An active member of the Brownsville Missionary Baptist Church in Bolton, Miss., Daniels also enjoys horseback riding, playing basketball and lifting weights, when he's not putting people in various medical professions.

While it is challenging trying to fill a variety of medical vacancies, Daniels said his most recent award made all the effort worthwhile.

"What I've accomplished this year and in the past years all came to a head," he said smiling as the nervousness melted away. "I look forward to the upcoming year to compete among the elite and provide the Army with the proper medical personnel that it needs to achieve its mission."

Daniels said he has truly enjoyed his experience as an Army recruiter, citing the difficulties of serving as an artilleryman and an engineer.

"The third time was definitely a charm," he said.

## Runner-Up Army Reserve Health Care Recruiter of the Year

A fervent faith in God, strong belief in the Army's core values and a genuine love for the service were the guiding factors in SFC Veronica Parker's selection as First Runner-up in the US Army Reserve Healthcare Recruiter of the Year competition.

Parker, a Chicago native, has served as an AMEDD recruiter for the Southern California Health Care Team based in Santa Ana for the past three years. She's a 16-year Army veteran who has been in US Army Recruiting Command for the past 11 years since starting her career as a field recruiter in the Chicago Battalion's Des Plaines Station.

When asked what helped her garner her most recent award, Parker was quick to cite a Divine influence.

"My strong Christian beliefs helped me," she explained. "Whenever I would face a crisis, I would do some hard praying and He would send some people my way."



**SFC Veronica Parker**

The former administrative assistant said she tries to live by the Army's core values.

"I recruit with integrity," she said matter-of-factly. "I'm honest and sincere with the applicants."

Besides God, Parker said her parents, Mack and Marguerite Parker of Vicksburg, Miss., have often served as a guiding light for her. Among her peers, she cited MSG James Wells and retired ISG Martin Davis as two of her key mentors.

Parker, who is engaged to be married, has two children, Kichawn, 14, and Sheridan, 6.

"I'm honored," she said clutching her award. "It's a very challenging job, and I'm just elated to be here. This has been a great year for me."

# Soldier of the Year

Overcoming personal challenges has been a lifelong struggle for SSG Russell C. Mason, this year's Soldier of the Year. Those challenges, however, are not a crutch to his success but building blocks to his strength. The Louisiana native and SGT Morales Club member believes his greatest quality is his concern for people.

Along with that concern comes his ability to be candid and frank. "Like me or not, people seem to listen to me. I'm concerned about their concerns... who they are. I don't initially walk up to someone while recruiting and begin to push the Army even though, I very much believe in putting people in boots. I just simply talk to them. It's important I see who they are and for them to know who I am. I simply sit down, take the time and get to know people," said Mason, who entered the Army as a military police officer in 1984.

The straight-talking Mason, who builds rapport by listening to his constituents and prides the discipline he learned in the MP Corps, has stellar examples of personal achievements in his background, which he consciously doesn't cite unless pressed.

For 14 years, Mason went without a high school diploma but within the first year as a soldier earned a GED (General Education Diploma). Today, he continues his education majoring in Criminal Justice with 120 hours of college credit. This persistence and dedication to succeed are character traits well evidenced in Mason's military career.

The top recruiter at the Natchitoches Recruiting Station



SSG Russell C. Mason

doesn't hide that he was misled as a youth growing up under hard circumstances. Having many youth peer distractions, family problems and a sick mother that caused him to work odd jobs speak to Mason's drive to achieve. As an MP at Fort McClellan, Ala., he set the example by going to military boards himself to create an excuse to study alongside subordinates going before promotion and soldier of the quarter boards.

"I believe in looking past personal gains," said Mason. "I believe in keeping people motivated but understand the importance of the team concept. I prefer being open, honest and committed to the people I recruit, my family and the recruiting team at Natchitoches, who have been very supportive and a great part of my success when I need to be motivated."

Family-oriented, Mason joked that his wife, Denise, "probably knows more about board questions than I do." His wife vigilantly coached, questioned, and quizzed Mason through Soldier of the Quarter, Battalion and Brigade Soldier of the Year competitions while going to school, family outings and taking care of their two children, Britteny, 9, and Hendrik, two-and-a-half years old, who are "my life," as he says.

Mason sees his success as caring about the concerns of others. "Kids and recruits trust me. I'm not worried about being politically correct or affiliated. Those who I recruit understand that I want them in my Army. Often when questioned by my recruiting commander as to when people I talk to will join, I say call them. I'm still amazed they remember me, ask for me personally and want to join. I guess knowing the person and their concerns is my key to success."

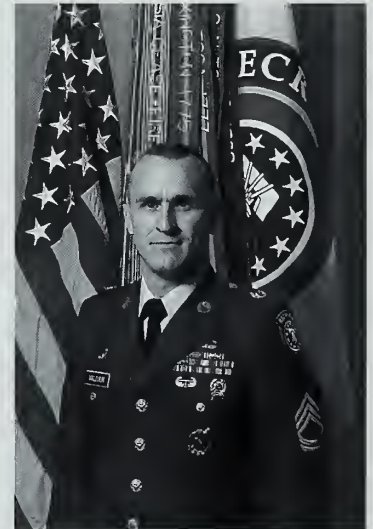
## Runner-Up Soldier of the Year

"What this award represents to me is not only am I a good recruiter, I am also a good soldier," said SFC Joseph A. Malcolm, Nashville Recruiting Battalion.

His record of achievements has often placed him in the winners circle — as a recruiter and a soldier. He is the 2d Recruiting Brigade Soldier of the Year, and in '96 Malcolm was honored as USAREC's Top Reserve Recruiter of the Year. He recently graduated from the Advanced Non-Commissioned Officers Course on the Commandant's List, earning the Academic Excellence Award.

"Young people don't join just because you have a good sales pitch," Malcolm said. "They join because they bond with you and your example of a soldier." He said it takes motivation, a desire to excel at what you do, and accepting challenges to be successful in recruiting.

Malcolm also strives to better himself as a soldier. In January 1996, he was selected as the distinguished honor graduate at the Air Assault School, Fort Campbell, Ky., and in FY 97 he graduated from Airborne Training. This year he completed both the Instructor Training Course and the Small Group Instructor course.



SFC Joseph A. Malcolm



## Outstanding Secretarial/Clerical Employee of the Year

"Her loyalty, dedication, and positive attitude has an impact on each soldier and family member of the San Juan Recruiting Company," said COL Mark W. Hays, commander, 2d Recruiting Brigade.

Serving as both the secretary and personnel specialist Maritza E. Santiago has exhibited the highest standards of job performance and dedicated service. She has distinguished herself as the "do it all" secretary.

The San Juan soldiers say it best, "You want to know how to do it? Just ask Maritza."

Born in Ponce, Puerto Rico, Santiago graduated from Ponce High School and completed a Baccalaureate degree in Natural Sciences with a minor in Math from the University of Puerto Rico. She continues to develop her knowledge of personnel issues by independent study and attending all available training.

Santiago has gone beyond the scope of her duties to provide a quality of expert service that far exceeds expectations. As a military personnel clerk, some of her most significant duties include: administrative assistant, personnel technician, reenlistment coordinator, applicant travel coordinator, postal handler, and official mail control officer. She consistently proves to be a team player by performing all personnel and administrative functions in support of the co-located San Juan operations detachment.

Her genuine concern for the soldier and their families enables the recruiters to dedicate themselves fully to recruiting knowing that their personnel and military affairs are being properly handled. As a result of this effort the San Juan Company finished as the number one company in the US Army Recruiting Command in FY 97 and FY 98. Santiago said her favorite phrases are, "I love you for free" and "Have no fear Maritza is here."

She has helped soldiers in need by organizing efforts to get volunteers to cook and help with children for a soldier whose spouse was sick with cancer and assisting a family whose home burned to relocate to their new home. In addition to her role in the battalion, Santiago was recently recognized by the commander of Fort Buchanan for her countless hours of volunteer work with the Post Youth Center.

She and husband of 19 years, 1SG Hector I. Santiago, live at Fort Buchanan and have three children: SPC Hector D. Santiago, an X-ray technician in the US Army Reserve, Melissa, 14, a JROTC student at Antilles Consolidated School System, Antilles High School, and Alejandro, 9.



**Maritza E. Santiago**

## Outstanding Technical or Program Support Employee of the Year



**Edwin G. Rosenbeck**

The Civilian of the Year Award was captured by Edwin A. Rosenback an Army Medical Detachment personnel staffing technician from the Northern California Health Care Recruiting Team.

Rosenback said the secret to his success was teamwork.

"I give credit to my co-workers. We work as a team so I look at this award as being for all of us. It was a team effort," Rosenback said. CPT Gregory P. Byrnes, Northern California HCRT commander, echoed that sentiment.

"Ed is a team player who can always be counted on for efficiency, accuracy, and being present with a can-do attitude," Byrnes stated.

During FY 98 Rosenback processed over 40 AMEDD applications for presentation to various boards. Each packet usually takes an average of 60 days to compile and forward, according to Byrnes.

Born and raised in Vallejo, Calif., he entered the US Army in 1968. After receiving an honorable discharge in 1974 he attended and graduated from San Francisco State University. In 1978 he began his civil service career with the Consolidated Military Personnel Activity at the Presidio of San Francisco. From 1981 to 1995 he worked for the Office of the Surgeon General. When USAREC took over the recruiting duties from the Office of the Surgeon General, Rosenback joined the AMEDD team.

In February 1997 he attended the AMEDD Recruiter Course at Fort Jackson, S.C., and received a silver recruiter badge upon graduation. "I learned a lot I thought I already knew," Rosenback said.

"He has a contagious attitude that keeps him focused on the job at hand. His well rounded personality, sense of humor, organizational skills, and overall efficiency is worthy of recognition from the highest levels of this command," stated Byrnes.

## Outstanding Program Specialist Employee of the Year

Jess M. Bray has been working in the Miami Recruiting Battalion since 1989. He began his career as a Support Services Specialist and was promoted to Public Affairs Specialist in 1991. In 1997, Bray was detailed into his present position of Computer Specialist, which eventually became permanent in July 1998.

His efforts as a Computer Specialist have earned him a commendable rating during the Brigade Command Inspection in July 1998. COL Mark W. Hays, Commander, 2d Recruiting Brigade, stated that almost immediately after being detailed into the position, Bray was given the task of coordinating and assisting with the installation of the battalion's Local Area Network system. In addition to his usual duties, Bray assists the AMEDD in Miami by providing assistance and maintenance on their computer systems. Bray modestly shrugs the credit saying, "I was helped by everyone. I would not have been able to do it without the help of the Service Oversight Center and the 2d Recruiting Brigade Information Management Officer."

Originally from Gattliff, Ky., Bray attended Withrow High School in Cincinnati, Ohio. Soon after graduation he enlisted in the Army, where he served his country in many stateside and overseas assignments and was assigned as a recruiter for nine years. While a recruiter, Bray was assigned to the Minneapolis Battalion and then the Miami Battalion, where he was the Miami West Recruiting Station commander. After retiring from the Army in 1989, Bray began his civilian career, once again serving the Army.

About the award, Bray said, "I'm honored beyond belief. I feel honored that my battalion leadership team would recommend me and to get to this point." He credits many of the staff at the Miami Recruiting Battalion with assisting him, especially the Advertising and Public Affairs Chief, Harvey Spigler. "He helped me out when I worked in A&PA by encouraging me to develop additional skills," said Bray.

Bray said his mentors were many. One of his first mentors was his first station commander when he first became a recruiter, SSG Alex Usselmann. "He really worked with me and told me all about recruiting and let me make my own mistakes and showed me how to correct them," said Bray.

His dedication to service not only extends to the Army, but also to the local community. Bray has been awarded as an honorary member of the 82nd Airborne Association for his tireless efforts in promoting their organization over the years. He has donated his time to fundraising and creating awareness for Muscular Dystrophy and has been a member of the American Legion for many years.



Jess M. Bray

## Outstanding Professional Employee of the Year



"The pinnacle of Education Services Specialists," describes Denny J. Carter, Education Services Specialist from Nashville Recruiting Battalion, according to his battalion commander, LTC Frederic Batchelor. Carter was selected as the USAREC Outstanding Professional Employee for FY 98.

He joined the Nashville Battalion staff in July 1991 after serving as the Education Officer at the Army Education Center in Strassburg, Germany.

He has a bachelor's degree from the University of Maryland and a master's in education/counseling from Boston University. A 20-year Air Force veteran, he obtained his associates degree in engineering from the Community College of the Air Force.

As the Nashville Battalion Education Services Specialist, he increased the access rate in high schools and colleges from 73 percent, in an extremely difficult to penetrate market, to a USAREC standard-setting 98 percent. In 1997, Carter completed over 80 tier evaluations. Each year he visits more than 75 schools and conducted ASVAB interpretations for 7,500 to 9,500 students. The USAREC IG noted during a recent battalion IG inspection that "this is the most active school program schedule observed and is ahead of glide path for the ASVAB goal for School Year 1998."

He has met with the directors of education for Tennessee and Kentucky, college presidents at Western Kentucky University, Hopkinsville Community College, University of Tennessee at Knoxville and Tennessee Technical Institute.

"The only way I can be out on the road talking to students and educators is the super assistance I get from my assistant, Jean Hilderbrand. She is the reason I can be out there," Carter said during the award ceremony.

Carter is a member of the Tennessee and Kentucky Counselor Associations and was a guest speaker at the March 1998 Kentucky School Counselor convention.

"Mr. Carter is a valuable member of this organization. His continuous dedication, self motivation, and professionalism are vital to the success of not only Nashville Battalion, but 2d Recruiting Brigade," stated Mark W. Hays, 2d Recruiting Brigade Commander.

Carter and his wife of 34 years, Claudette, have two sons, Garren and Gavin.



**MG Gaddis wants to encourage everyone throughout USAREC to provide "Great Ideas" to the *Recruiter Journal*. By "great idea," he means a success story, a smart idea, or anything that you've found to be successful. Each month, the *Recruiter Journal* will print a collection of Great Ideas. Send your story to the *Recruiter Journal*, by E-mail: to [howee@usarec.army.mil](mailto:howee@usarec.army.mil). Please send photographs to the address listed on the Table of Contents page if your "Great Ideas" submission was a photo opportunity.**

## Idea:

We developed a plan in the Spring of 1997 to increase Regular Army and Army Reserve recruiting efforts at Oklahoma State University (OSU), a college with approximately 22,000 students in Stillwater, Okla.

With the start of a new school year in September of 1997, and the close of Fiscal Year (FY) 97, Stillwater Recruiting Station had netted a total of 26 GAs.

With the activation of the college penetration plan the fall of that year, SSG James Watson, the new Stillwater station commander, and his recruiters, had already netted 28 GAs by March of 1998, two more than the station had put in the entire previous FY. By the end of FY 98, they had increased their GA market share to 57 percent, whereas the station's GA market share had been 44 percent in the spring of 1997, when we first developed the plan. SSG Watson and his recruiters, most of whom were new, seized the opportunity to penetrate this new market.

We learned some valuable techniques in our efforts to penetrate this as well as other colleges, which we pass on through this article to assist others that may be developing a plan to penetrate their local college.

One of the first keys to successful college penetration is to show universities that the Army and Army Reserve are not in competition with their college mission. What goes a long way toward overcoming this perception is to go to college COIs, explain the ConAP, the MGIB/College Fund Program, College Loan Repayment, and how students can actually enhance their college education opportunities and at the same time serve their country. But there's another critical step commanders can take to overcome this perception. That is, by providing the admissions office and career services or

placement office the names (via memo) of individuals who have enlisted in the Army/Army Reserve Career services and placement offices get job placement credit when individuals join the Army. But rarely, if ever, will they know this unless the commander notifies them. Additionally, individuals who have dropped out of college but join the Army or Army Reserve do not count against the university's drop out rate. Thus, admissions offices should be notified via memo when a "stop-out" has enlisted in the Army.

Therefore, colleges are very grateful for such information, and obviously go to greater lengths to cooperate with local recruiters, because it is in the school's interest to do so. Even better, colleges will be more likely to provide recruiters the "stop-out" list when they know the commander will provide them the name of any "stop out" who enlists in the Army/Army Reserve.

We first obtained a comprehensive school list. We quickly learned that a school list without birthdates or ages is inadequate. We had to ask for a revised list. Information management offices at universities can usually tailor the college list to whatever specification one requires. Ensuring the college list contains age information will save recruiters tremendous time in not having to call unqualified candidates.

Our next goal was to conduct Army and Army Reserve opportunity briefings directly in the dormitories. We scheduled a meeting with the college's Director of Residential Life, Vice-President of Student Affairs, and the dormitory directors. By the end of the meeting, we had closed the deal and secured approval to present briefings directly in the dormitories to students. The briefings were conducted in all the dormitories

either at the front end or back end of their student government and residential hall staff meetings. To increase student participation, we advertised each event with fliers posted in the dorms, with the university's approval. These briefings greatly served to promote Army service. Additionally, it enhanced our efforts to post bulletin boards on a periodic basis and prospect in the dormitories.

We also hosted a COI event with key university COIs, showing how the Army could benefit students and the university. Not only did this enhance cooperation with the university, it led to certain faculty inviting us to conduct 15-20 minute "Army and Army Reserve Opportunities briefings" during freshman orientation classes. We got to talk to a sizeable portion of the incoming freshman class both in 1997 and 1998. Even better, one of the instructors for the freshman orientation, a Career Counselor in the College of Arts and Sciences, liked what she heard so much, she decided to join the Army Reserve! She is currently an MP at a local Army Reserve unit, a great COI for us, and as a Career Counselor still at the university.

Through efforts such as those outlined above, recruiters can take advantage of all the opportunities the college market presents, and enhance Army and higher education cooperation.

*Note: Per the congressionally passed 1991 Student Right to Know Act, students stopping out of college who enlist in the Army or Army Reserve may be excluded from the calculation of transfer-out rates and graduation rates.*

**CPT Paul T. Carter, Commander,  
Oklahoma City Company**



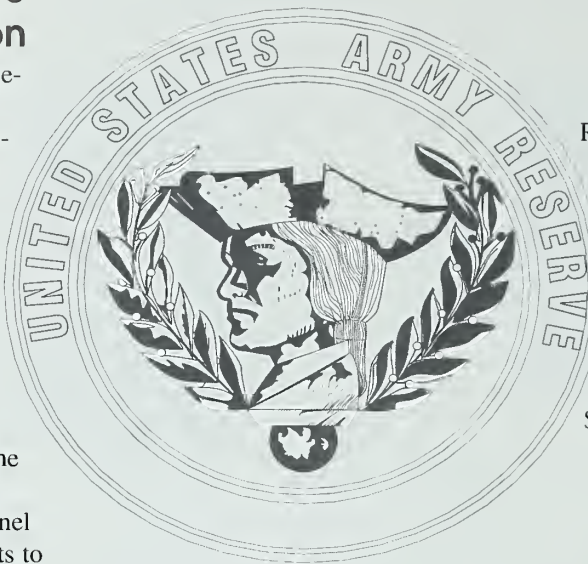
## Active Guard Reserve Management Division

The Active Guard Reserve Management Division's mission is to direct, supervise, and coordinate the personnel management of Active Guard Reserve officer and enlisted personnel attached to USAREC, to include the processing of Army Reserve enlisted applications for accessioning new tour Active Guard Reserve recruiters.

The division consists of the Personnel Management Branch and the Strength Management Branch. The Personnel Management Branch processes all officer and enlisted personnel actions, makes semi-annual staff visits to the respective brigade, provides guidance, and establishes personnel management policies. The Personnel Management Branch is composed of a personnel specialist NCO for each brigade and a branch chief.

The Strength Management Branch is responsible for the accession of all new tour Army Reserve Active Guard Reserve recruiters, processing relief actions, and managing statistical information. This branch is composed of a branch chief, a branch NCOIC, and three hiring NCOs.

The office stands ready to assist the field to ensure our Active Guard Reserve soldiers are provided the same excellent



personnel services afforded the other soldiers in our command. Please feel free to contact us regarding specific questions, comments or concerns.

## Increase in Montgomery GI Bill

The Selected Reserve Montgomery GI Bill has increased to \$9,036. A full-time student's monthly payment is now \$251 for 36 academic months. A three-quarter time student will now receive \$188 for 48 academic months and a half-time student will receive \$125 for 72 academic months.

## Montgomery GI Bill Kicker

The Montgomery GI Bill Selected Reserve Kicker provides additional educational dollars to the Montgomery GI Bill for individuals who enlist in Office of the Chief, Army Reserve designated high priority units and critical MOSs. The dollar amounts are prompted by REQUEST based upon the unit and MOS. The dollar amounts available are \$100, \$200 or \$350 a month for 36 months.

## Important Message Traffic

### USAREC Messages

98-078 REQUEST/MIRS Codes for National Guard Youth Challenge Program (NYCP), dated Nov. 3, 1998.

98-082 Part II, Use of DA Form 4572-R, Statement of Understanding for Appointment as a Commissioned Officer, dated Nov. 14, 1998. This message clarifies the authorized version of this form.

98-082 Part III, Nov. 14, 1998, Use of USAREC Form 524, Personnel Data Sheet, dated March 1, 1997. This message clarifies the use of this form which is used for applications for appointment in the Army Medical Department.


98-083 Tattoo Policy Update, dated Nov. 17, 1998.

98-084 Part II, Clarification of USAREC Message 98-082 Part III, dated Nov. 20, 1998.

### RECUSAR Messages

98-039 FY 99 Selected Reserve Incentive Program (SRIP), Nov. 3, 1998.

98-040 Procedures for Escorting Newly Assigned Soldiers to a Troop Program Unit, Nov. 4, 1998. The message institutes the requirement for completion of the Standard Form 1199A, Direct Deposit Sign-Up Form.

98-041 FY 99 USAR Input to Training Control Measures (ITTCM), Nov. 23, 1998. 

## Active Guard Reserve Management Division

The following numbers are provided for your information:

Division Chief	LTC Melayne Arnold	(502) 626-0197
Division NCOIC	MSG James Fitts	(502) 626-0204
Secretary	Ms. Genell Morris	(502) 626-0247
Chief, PMB	Vacant	(502) 626-0202
PSNCO - 1 <sup>st</sup> Bde	SSG Denise Kilgore	(502) 626-0775
PSNCO - 2 <sup>nd</sup> Bde	SFC Karen Brooks	(502) 626-0218
PSNCO - 3 <sup>rd</sup> Bde	SSG Diane Mattingly	(502) 626-0212
PSNCO - 5 <sup>th</sup> Bde	SFC Karen Johnson	(502) 626-0207
PSNCO - 6 <sup>th</sup> Bde	SFC Cynthia Hall	(502) 626-0208
Chief, SMB	CW4 Gabriel Arnold	(502) 626-0223
NCOIC, SMB	Vacant	(502) 626-0216
Hiring NCO - 75H	SFC Jeffrey Dudley	(502) 626-0224
Hiring NCO - 75H	Vacant	(502) 626-1668
Hiring NCO - 79R	SSG Eric Meister	(502) 626-1444



**Vision implies change.** Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

**Teamwork:** Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the US Army

Recruiting Command. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

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DEPARTMENT OF THE ARMY  
HEADQUARTERS  
U.S. ARMY RECRUITING COMMAND  
FORT KNOX, KY 40121-2726

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# Recruiting Support Activities

## Total Army Involvement in Recruiting and Recruiting Support Activities

### Albany

11-15 Jan. Culinary Arts Team  
 11-15 Jan. Wheel Vehicle Mechanic Team  
 1-5 Feb. Linguist Team

### Atlanta

10-16 Jan. Combat Engineers Team  
 19-23 Jan. Army Marksmanship Unit Service  
 Pistol Competition at Fort Benning, Ga.  
 25 Jan-12 Feb. Cinema Pod  
 6-7 Feb. Army Marksmanship Unit Service  
 Pistol Team at Expo  
 Crossman Air  
 7-13 Feb. Infantry Scout Team  
 8-14 Feb. Army Marksmanship Unit International Rifle Team Competition  
 21-27 Feb. Linguist Team  
 14-20 Feb. Culinary Arts Team

### Baltimore

8 Jan. Color Guard  
 14-15 Jan. Culinary Arts Team  
 16-17 Jan. Band Clinics  
 16 Jan. Army Drill Team  
 19 Jan. Culinary Arts Team  
 20 Jan. Mechanic Team with HUMVEE  
 20 Jan. Special Forces Speaker  
 20 Jan. MP Special Reaction Team  
 25-29 Jan. Linguist Team  
 30 Jan. Band Concert & Clinics  
 2 Feb. Jazz Quintet  
 5 Feb. Color Guard  
 6 Feb. MP K-9 Team  
 8-12 Feb. Culinary Arts Team  
 9-23 Feb. Cinema Pod  
 12 Feb. Army Drill Team  
 18 Feb. Rock Band and Clinic  
 15-19 Feb. Equal Opportunity Speaker  
 23 Feb. Army Drill Team

### Beckley

24-30 Jan. Infantry Team  
 24-30 Jan. Wheel Vehicle Mechanic Team  
 24-30 Jan. Aviation Mechanic Team  
 1-5 Feb. Cinema Pod  
 9-10 Feb. Rock Band & Clinic  
 14-20 Feb. Medical Team  
 22-24 Feb. Culinary Arts Team

### Chicago

24-30 Jan. Communications Team  
 5-19 Feb. Cinema Pod  
 9-11 Feb. Army Adventure Van  
 21-28 Feb. Topography Team

### Cleveland

24-29 Jan. Army Marksmanship Unit  
 29-31 Jan. Army Wrestlers  
 4-19 Feb. Cinema Pod  
 21-26 Feb. Cavalry Scout Team

### Columbia

17-18 Jan. Army Marksmanship Unit International Pistol Competition in Charleston, SC  
 20 Jan. Band Clinic  
 28 Jan. Equipment Display  
 27-29 Jan. Linguist Team

### Columbus

5-29 Jan. Cinema Pod  
 10-20 Jan. Army Marksmanship Team  
 11-15 Jan. MP Search and Rescue Team  
 14-23 Jan. Army Marksmanship Unit at Cincinnati Sports Show  
 MP Team w/dog  
 15 Jan. Band Clinic  
 21 Jan. Sniper/Rappelling Team  
 25-29 Jan.

1-2 Feb. Cinema Pod  
 8-12 Feb. Linguist Team  
 17-18 Feb. Army Adventure Van  
 21-26 Feb. Ranger Team  
 22-26 Feb. Air Assault Team

### Dallas

11-15 Jan. Military Police Team  
 11-15 Jan. Cannon Crewmen  
 18-22 Jan. Armor Crewmen  
 18-22 Jan. Food Service Specialist  
 25-29 Jan. Food Service Specialist  
 25-29 Jan. Medical Specialist  
 29-31 Jan. Army Adventure Van



*Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.*

## Dallas continued

1-5 Feb.	Field Artillery Survey Team
1-5 Feb.	Signal Intelligence Team
8-12 Feb.	Cavalry Scout Team
2-2 Feb.	Cannon Crewman Team
6-26 Feb.	Cinema Pod
22-28 Feb.	Combat Engineer
22-26 Feb.	Field Artillery Survey Team

## Denver

6 Jan-8 Feb.	Army Boxing Trials at Fort Carson
6 Jan.-9 Mar.	Army Wrestling Trials at Fort Carson
19-29 Jan.	Mechanic Team
1-12 Feb.	Medical Skill Team
2 Feb.	Aviation Team
4 Feb.	Tour of Fort Carson
8-12 Feb.	Jazz Band Concerts & Tours
19 Feb.	Operating Room Tech
19 Feb.	MP K9 Team

## Des Moines

10-16 Jan.	Combat Medic
10-16 Jan.	Air Defense
10-16 Jan.	Flight Warrant Officer
24-30 Jan.	MP K-9 Team
1-6 Feb.	Aviation Mechanic Team
7-13 Feb.	Mechanic Team
7-12 Feb.	Ranger Team
14-20 Feb.	MP K-9 Team

## Great Lakes

11-15 Jan.	Journalist
24-30 Jan.	Light Wheeled Vehicle Mechanic
25-29 Jan.	Cinema POD
29-31 Jan.	Army Marksmanship Unit Service Pistol Competition at Grand Rapids, MI
1-3 Feb.	Cinema Pod
1-8 Feb.	Culinary Arts Team
7-13 Feb.	Long Range Surveillance Team
7-13 Feb.	Culinary Arts Team
7-13 Feb.	Mobile Kitchen Display
9 Feb.	Culinary Team
21-26 Feb.	Ranger Team
21-27 Feb.	Infantry Scout Team
23-26 Feb.	Cinema Pod

## Harrisburg

11-13 Jan.	Infantry Team
11-13 Jan.	Auto Mechanics Team
4-15 Feb.	Army Marksmanship Unit Service Pistol Team at Harrisburg Sports Show
8-22 Feb.	Cinema Van
21 Feb-26 Mar.	Army Taekwondo Trials at Fort Indiantown Gap

## Houston

3-8 Jan.	Military Police Team
3-8 Jan.	Culinary Arts
3-8 Jan.	Explosive Ordnance Demolition
10-15 Jan.	Ranger Team
10-15 Jan.	Culinary Arts Team
11-15 Jan.	Apache Static Display
26 Jan.-10 Feb.	Cinema Pod
3-9 Feb.	Cinema Van
8-12 Feb.	Military Police Team
8-10 Feb.	Construction Engineer Team
22-26 Feb.	Military Intelligence Team

## Indianapolis

11-15 Jan.	Infantry Team
8-12 Feb.	Infantry Team
8-12 Feb.	Personnel Action Specialist Team
8-12 Feb.	EOD Team
22-26 Feb.	Wheel Vehicle Mechanic Team
22-26 Feb.	Communications Team

## Jackson

No events scheduled.

## Jacksonville

3-16 Jan.	Special Forces Team
10-16 Jan.	Chemical Team/Vehicle
23-30 Jan.	Russian/Arabic Language Team
24-29 Jan.	Light Wheeled Vehicle Mechanic
13-19 Feb.	Culinary Arts Team
14-19 Feb.	Armed Forces Cross Country Trials at NAS Mayport
21-28 Feb.	Culinary Arts Team

## Kansas City

11-15 Jan.	Medical Team
11-15 Jan.	Linguist Team
12-15 Jan.	Combat Medic Team
19-22 Jan.	Rock Band
24-29 Jan.	Ranger Team
26-29 Jan.	Mechanic Team
26-29 Jan.	Cinema Van
26-30 Jan.	MP K9
8-12 Feb.	Linguist/Journalism Team
16-25 Feb.	Cinema Pod
22-26 Feb.	Linguist Team

## Los Angeles

6-10. Jan.	Army Blues Trombone & Percussion Sections and 2 members of the Army Chorale at Int'l Association of Jazz Musicians in Anaheim
11-15 Jan.	Multi-MOS Team
14 Jan.	Tour to NTC
18-22 Jan.	Army Marksmanship Unit
17-25 Feb.	Army Adventure Van
22-26 Feb.	Veterinary Team

## Miami

25-16 Feb.	Cinema Van
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## Mid-Atlantic

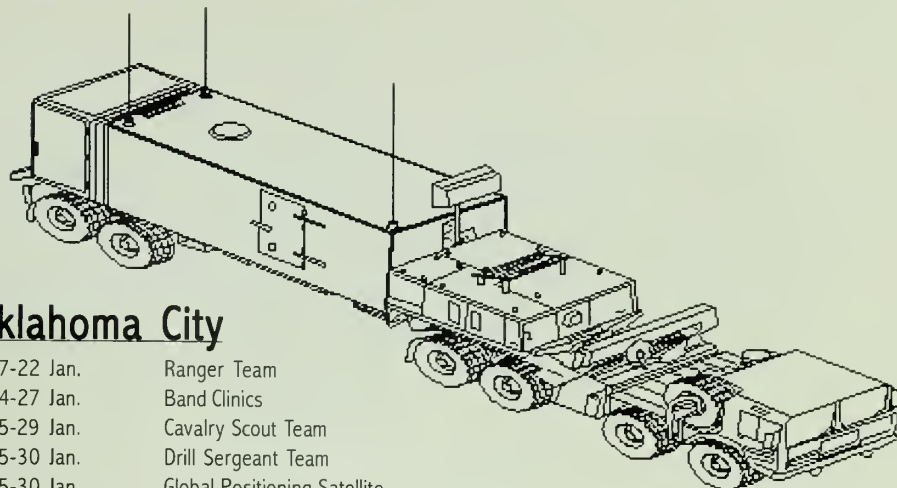
12-14 Jan.	Linguist Team
26-29 Jan.	Culinary Arts Team
2-4 Feb.	Linguist Team
16-18 Feb.	Medical Team

## Milwaukee

10-15 Jan.	Ranger Team
10-16 Jan.	Russian Linguist
17-23 Jan.	Army Marksmanship Team
22-24 Jan.	Army Adventure Van
24-30 Jan.	Culinary Arts Team
24-30 Jan.	Aircraft Maintenance Team
7-13 Feb.	Medical Team
21-27 Feb.	Electronic Maintenance Team

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## Minneapolis

24 Jan.-7 Feb. Engineers (USAR)  
24 Jan.-7 Feb. Culinary Arts  
28 Jan.-7 Feb. Arctic Survival Skills Clinic  
28 Jan.-7 Feb. Army Adventure Van

## Montgomery

6-9 Jan. Light Wheeled Vehicle Mechanic  
24-30 Jan. Culinary Arts Team  
25 Jan. Tour to Fort Benning  
29-30 Jan. Band Skill Clinic  
29 Jan. Band Skill Clinic  
29 Jan. Helicopter Static Display  
10 Feb. Band Skill Clinic  
16-26 Feb. Cinema Pod  
21-26 Feb. Ranger Team

## Nashville

11 Jan. Medical Team  
15 Jan. Band Clinic  
26-27 Jan. Wheel Vehicle Mechanic Team  
28-29 Jan. Culinary Arts Team  
2-3 Feb. Band Clinic  
8 Feb. Infantry Team  
9 Feb. Warrant Officer Flight Team  
12 Feb. Infantry Team  
20 Feb. Infantry Team  
20 Feb. MP Team

## New England

21-25 Jan. Medical Team  
24-29 Jan. 10th Mountain Rock Band  
1-5 Feb. Ranger Team  
1-5 Feb. Construction Engineer Team  
22-26 Feb. Communications Repair Team

## New Orleans

16-1 Feb. Cinema Van  
1-5 Feb. Cannon Crewman  
6-16 Feb. HUMVEEs For Mardi Gras  
7-16 Feb. EOD Team  
7-13 Feb. Armor Crew Team  
21-27 Feb. Culinary Arts  
21 Feb.-3 Mar. Network Systems Operators New York City  
22-29 Jan. Military Police Team  
25-29 Jan. Culinary Arts Team  
1-5 Feb. Infantry Medic Team  
22-26 Feb. Wheel Vehicle Mechanic Team

## Oklahoma City

17-22 Jan. Ranger Team  
24-27 Jan. Band Clinics  
25-29 Jan. Cavalry Scout Team  
25-30 Jan. Drill Sergeant Team  
25-30 Jan. Global Positioning Satellite Team  
1-6 Feb. Track Vehicle Mechanic Team  
1-6 Feb. Culinary Arts Team  
2-10 Feb. Cinema Pod  
2-9 Feb. Cinema Van  
8-12 Feb. Global Positioning Satellite Team  
8-12 Feb. Culinary Arts Team  
8-12 Feb. Medical Specialist Team  
8-12 Feb. MP Team  
8-12 Feb. Communications Team  
22-26 Feb. Wheel Vehicle Mechanic  
22-26 Feb. Military Police Team

## Phoenix

6-10 Jan. U.S. Army Band Herald  
Trumpets & Brass Quintet at New Mexico State University  
24-29 Jan. Spanish Linguist Team  
24-29 Jan. Army Marksmanship Unit  
24-29 Jan. Ranger Team  
1-5 Feb. Spanish/Russian Linguist Team  
3-19 Feb. Cinema Pod  
15-20 Feb. Army Marksmanship Unit  
International Pistol Competition  
18-22 Feb. Army Marksmanship Unit  
International Rifle Competition  
22-26 Feb. Airborne Team

## Pittsburgh

17-22 Jan. Communications Repair Team  
25-29 Jan. WCAP Wrestlers  
1-5 Feb. Cinema Van  
1-5 Feb. Culinary Arts Team  
8-12 Feb. Band Clinics  
14-19 Feb. Carpenter/Masonry Team  
22-26 Feb. Infantry/Medic Team

## Portland

10-15 Jan. Army Marksmanship Unit  
25-29 Jan. MP K-9 Team  
1-5 Feb. Communications Team  
7-13 Feb. Ranger Team  
7-13 Feb. Mechanic w/HUMVEE  
8-12 Feb. Korean Linguist  
14-20 Feb. Special Forces Team  
22-26 Feb. Band Clinics

## Raleigh

11-15 Jan. Cavalry Scout  
25-29 Jan. Band Skill Clinics  
25-29 Jan. Journalism Team  
25-29 Jan. Petroleum Supply Team  
26-29 Jan. Communications Team  
1 Feb. 82d Airborne Chorus  
1-5 Feb. EOD Team  
8-11 Feb. Culinary Arts  
11-17 Feb. 82d Airborne Chorus  
19 Feb. 82d Airborne Chorus  
22-26 Feb. Army Adventure Van

## Sacramento

18-22 Jan. Communications Team  
28-29 Jan. Linguist Team  
1-5 Feb. Ranger Team  
14-27 Feb. Parachute Rigger  
18-25 Feb. Cinema Van

## Salt Lake City

11-17 Jan. Army Marksmanship Unit  
18-22 Jan. Linguist Team  
1-2 Feb. Cinema Pod  
3-9 Feb. Cinema Van  
8-13 Feb. Culinary Arts Team  
14-20 Feb. Ranger Team  
22-27 Feb. Medical Team

*Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for*



## San Antonio

20 Jan.	Band Clinics
5-13 Feb.	Armed Forces Wrestling Trials at Kelly AFB
7-12 Feb.	Special Forces Team
8-12 Feb.	Journalism Team
16-26 Feb.	Cinema Van
22-26 Feb.	Medical Team
22-26 Feb.	Culinary Arts Team
22-26 Feb.	MP Team

## Seattle

7 Jan.	Wheel Vehicle Mechanic Team
8 Jan.	Tour Madigan Army Medical Ctr
13 Jan.	Tour Madigan Army Medical Ctr
14 Jan.	Band Clinic
15 Jan.	Tour Madigan Army Medical Ctr
20 Jan.	Band Clinic
27 Jan.	Light Vehicle Mechanic Team
4-26 Feb.	Cinema Pod
10 Feb.	Tour Madigan Army Medical Ctr
12 Feb.	Wheel Vehicle Mechanic Team

## Southern California

24-29 Jan.	Military Intelligence Team
1-6 Feb.	Culinary Arts Team
4-11 Feb.	Army Adventure Van
9 Feb.	Tour to National Training Ctr
21-27 Feb.	Special Forces Team
21-27 Feb.	MP K9 Team
24-25 Feb.	Cinema Pod

## St. Louis

24-29 Jan.	Patriot Missile Team
24-29 Jan.	Combat Engineer Team
24-29 Jan.	Culinary Arts Team
24-30 Jan.	R&D Team
25-29 Jan.	Cinema Pod
7-12 Feb.	Arabic Linguist Team
13-19 Feb.	Special Forces Team
16-26 Feb.	Cinema Van
21-26 Feb.	Cavalry Scout Team
21-26 Feb.	Pathfinders Team
21-26 Feb.	Aviation Team

## Syracuse

1-5 Feb.	Mechanic Team w/HUMVEE
12 Feb.	Rock Band & Clinic
22-26 Feb.	Culinary Arts Team

## Tampa

11-15 Jan.	Journalist Skill Clinic
15 Jan.	Parachute Team
22 Jan.	Parachute Team
8-12 Feb.	MP K9 Team
8-12 Feb.	Culinary Arts Team
15-19 Feb.	Linguist Team
15-19 Feb.	Communications Team
19 Feb.	Parachute Team
22-26 Feb.	Diving Team
23-26 Feb.	Cinema Van



*Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.*



# Army National Advertising Schedules

January - February 1999

## Active Army Television — Sports on television:

Date	Network/Time*	Program
2 Jan.	ABC, 4:00 p.m.	NFL Wildcard Game #2
3 Jan.	CBS, 12:30 p.m.	NFL AFC Wild Card Game
10 Jan.	FOX, 12:30 p.m.	NFC Division Game
	CBS, 3:30 p.m.	AFC Playoff #1 Pregame
	CBS, 4:00 p.m.	AFC Playoff #1
6 Feb.	NBC, 4:00 p.m.	World Alpine Skiing
7 Feb.	NBC, 11:30 p.m.	World Alpine Skiing
13 Feb.	NBC, 4:00 p.m.	World Alpine Skiing
14 Feb.	NBC, 3:00 p.m.	World Alpine Skiing
27 Feb.	NBC, 3:00 p.m.	Nordic Skiing
6 Mar.	NBC, 3:00 p.m.	Nordic Skiing

**Note:** Jan. - Mar. Sports have not been finalized due to the NBA lockout, but look for Army ads in NCAA basketball, NHL games, and on ESPN, ESPN2, and Fox Sports.

## Programs

Date	Network/Time*	Program
3 Jan.	FOX, 7:00 p.m.	World's Funniest
	FOX, 8:00 p.m.	The Simpsons
	FOX, 8:30 p.m.	That '70s Show
5 Jan.	FOX, 8:00 p.m.	King of the Hill
	FOX, 9:00 p.m.	Guinness World Records
7 Jan.	WBN, 8:30 p.m.	Jamie Foxx
8 Jan.	FOX, 8:00 p.m.	Brimstone
11 Jan.	See Local Schedule	Baywatch (with Golden Knights)
12 Jan.	FOX, 8:00 p.m.	King of the Hill
17 Jan.	FOX, 7:00 p.m.	World's Funniest
	FOX, 8:00 p.m.	The Simpsons
18 Jan.	WBN, 9:00 p.m.	Hyperion Bay
21 Jan.	FOX, 9:00 p.m.	Hollyweird
	WBN, 9:30 p.m.	For Your Love
24 Jan.	FOX, 7:00 p.m.	World's Funniest
	FOX, 8:30 p.m.	The Simpsons
25 Jan.	UPN, 8:00 p.m.	Guys Like Us
	UPN, 8:30 p.m.	DiResta
	UPN, 9:30 p.m.	Malcolm & Eddie
26 Jan.	UPN, 8:00 p.m.	Moesha
	WBN, 8:00 p.m.	Buffy the Vampire Slayer
	FOX, 8:30 p.m.	Sue Costello (or replacement)
27 Jan.	UPN, 8:00 p.m.	Seven Days
28 Jan.	FOX, 9:00 p.m.	Hollyweird
1 Feb.	UPN, 9:30 p.m.	Malcolm & Eddie
2 Feb.	UPN, 8:00 p.m.	Moesha
	UPN, 9:00 p.m.	Mercy Point
3 Feb.	UPN, 8:00 p.m.	Seven Days
4 Feb.	FOX, 9:00 p.m.	Hollyweird
5 Feb.	UPN, 8:00 p.m.	Legacy
8 Feb.	UPN, 8:30 p.m.	DiResta
	UPN, 9:30 p.m.	Malcolm & Eddie
9 Feb.	FOX, 8:00 p.m.	King of the Hill
	FOX, 9:00 p.m.	Brimstone
	UPN, 9:00 p.m.	Mercy Point
10 Feb.	UPN, 8:00 p.m.	Seven Days
14 Feb.	FOX, 7:00 p.m.	World's Funniest
	FOX, 8:00 p.m.	The Simpsons
15 Feb.	UPN, 8:00 p.m.	Guys Like Us
15 Feb.	UPN, 8:30 p.m.	DiResta
16 Feb.	FOX, 8:00 p.m.	King of the Hill
	FOX, 9:00 p.m.	Brimstone

17 Feb.	UPN, 9:00 p.m.	Star Trek: Voyager
18 Feb.	UPN, 8:00 p.m.	UPN Movie
19 Feb.	UPN, 8:00 p.m.	Legacy
21 Feb.	FOX, 8:00 p.m.	The Simpsons
	FOX, 8:30 p.m.	That '70s Show
22 Feb.	WBN, 9:00 p.m.	Hyperion Bay
23 Feb.	FOX, 8:00 p.m.	King of the Hill
28 Feb.	FOX, 8:00 p.m.	The Simpsons

\* Times listed are Eastern Standard Time. Times & programs are subject to change without notice.

## Syndicated Shows:

All American: Baywatch (1/11 episode with Golden Knights)  
 IMG: Bumps & Jumps, World Alpine Skiing on NBC (see above), World Alpine Skiing on ESPN/ESPN2 (week of 1 and 8 Feb), College Football Bowl Preview, and Johnny Mosley Invitational (on NBC)  
 Eclipse: The Year in Sports  
 Black Pearl: One World Music Beat  
 Raycom: More Than a Game and Sporting News  
 WCW: WCW Wrestling

## Cable:

MTV: The Cut, Franatic, Say What, Real World, Road Rules, MTV News 1515, Ultrasound, Weekend Stunt, and Run of Schedule.  
 Comedy Central: in rotation  
 Turner: Mortal Combat  
 BET: Jam Zone, Planet Groove, Ray City, Comic View, Vibrations, Rap City Top Ten, and Hit List.  
 USA: WWF Wrestling  
 TNN: Dukes of Hazzard and Roller Jam  
 MUCH MUSIC: Break This, Rap City, Countdown and run of schedule (also airs on 140 college stations through College Campus Television).

## Hispanic Active Television

### Flighted Weeks of Jan. 4-8 and Feb. 1-15

## Network:

Univision: Novela, Sports Break, La Super Pellicula, Al Ritmo de la Noche, Con Ganas, New Titulares Deportivo, Premios Furia Musical (Feb. 2), and Calle Ocho '99 (March 28).

Telemundo: El y Ella, Buscando Parejas, Futbol Telemundo, Rescate, CineMundo, and Edicion Especial.

## Syndicated:

LUNA: Tejano Country, No Conlies en Nadie, Ritmo Latino, Caribbean Baseball, De Todo un Poco and Mi Gente.

## Cable:

Mas Musica: Mas Musica TV (with billboards and 3 live and 10 VJ mentions per week).

Galavision Sports: Division One Mexican Futbol, Sports Run of Schedule, and ECO Deportes.

Fox Sports Americas: Sports Anthology, Fox Sports Noticias, International Soccer and Run of Schedule.

## African-American Active Television

### Flighted Weeks of Jan. 4 - Feb. 22

## Cable:

BET: Teen Summit and Music Videos, 4 times per week.

African Heritage Network: Above the Rim and New York Undercover

King Media Sales: Showtime at the Apollo and Soul Train

HRG, Inc: Faces of Courage

CF Entertainment: The Entertainers, American Athlete, and Kickin It.

## African-American Active Television continued

### Syndicated Sports:

Sunbelt Video: Black College Sports on ESPN, CIAA Basketball and Playoffs.

### Active Army Print

Publication	Date
Popular Hot Rodding	Feb.
Hot Rod	Jan.
Popular Science	Jan.
Field & Stream	Feb.
Sport	Jan. and Feb.
Sporting News	Jan. 4 and Feb. 1
Sports Illustrated	Jan. 25 and Feb. 22
TV Guide	Jan. 30
TV Guide Crossword Puzzle	Feb.
ESPN Magazine	Jan. 25 and Feb. 22
Entertainment Weekly	Jan. 8 and Feb. 12
Ebony	Jan.
FFA: New Horizons	Jan. and Feb.
Fast Times	Jan. and Feb.
American Legacy	Feb. and Mar.
Managing Your Career (Cass Comm.)	Jan.-May
A.P. Gymboards	Feb.
Scholastic Network	Feb. 8
Jet	Jan. 16 and Feb. 6
Y.E.S.	Jan.
First Opportunity	Jan. and Feb.
Discover en Espanol	Jan.
People en Espanol	Feb.
Vista	Jan. and Feb.
Hispanic Magazine	Jan. and Feb.
Hispanic Business	Jan. and Feb.
Hispanic Yearbook	1999 Edition
Solo Soccer	Jan. and Feb.
Deporte Internacional	Feb.
Super Onda	Jan. and Feb.
Fama	Jan.

### Active Army Radio

Network Broadcast	Flighted Weeks of Jan. 4-Feb. 22
AM/FM	
Emerald 12 times	18 times per week total
Rock Block	18 times per week total
ABC	
Genesis	12 times per week
Flashback	3-4 times per week
Rick Dees Top 40	3-4 times per week
NBA Regular	5 times per week
Westwood One	
The Next Network	10 times per week
Source Max	15 times per week
Global	
Youth Entertainment	3 times per week
Media America	
Party Show	5 times per week
Super Rock	2 times per week
MJI	
Alternative Network	3 times per week
Rock Network	7 times per week

Premiere	
Hot Mix Network	4 times per week
Rock Network	10 times per week
Media Base Weekday	7 times per week
USRN	
Young Adult	2 times per week
Metro Traffic in 66 markets	30 times per week

## African-American Active Radio

### Flighted Weeks of Jan. 4 - Feb. 22

Syndicated Radio	1 time per week (and 51 weeks in '99)
MJI	
Urban Network	3 times per week
Voices	
Comic Strip	4-5 times per week
Hip Hop	4-5 times per week
Rolling in Style	4-5 times per week
Bailey Broadcasting	
Radioscope	3 times per week
Hip Hop Countdown	1 time per week
HRP, Inc.	
Black Man	7 times per week
Media America	
Urban Target Network	2 times per week
AURN	
New & Sports	3 times per week
Updates	10 times per week
STRZ Entertainment Net.	2 times per week
Coming Soon with B.B.	1 time per week
SFX Entertainment	
Urban Radio Network	6-8 times per week
Premier	
Urban Weekday	5 times per week
Weekend Network	5 times per week

## Hispanic Network Active Radio

### Flighted Weeks of Jan. 4-11, Feb. 1-15

Cadena Caracol	
Mexican Professional Soccer	3 spots per week
Futbol de Primera	13 spots per weeks
Radio Unica Package	
Anti Dropout Campaign	4 spots per week
Sports Programming	15 spots per week
Hispanic Radio Network	4 spots per week
Spot Radio	
*Influencer Audience (Top 3 Markets): New York, Miami, Los Angeles	
*Prospect Audience (7 Markets): Chicago, San Francisco, Houston, San Antonio, McAllen, Dallas, and Phoenix. Number of spots per week vary by market.	

## Army Reserve Television

Date	Network/Time*	Program
2 Jan.	ESPN2, 3:00 p.m.	CFA Humanitarian Bowl w/repeat
	ESPN2, 8:00 p.m.	NHL Rangers @Blues w/repeat
	WGN, 1:30 p.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach



## Army Reserve Television continued

Date	Network/Time*	Program
3 Jan.	WGN, 10:00 p.m.	Coach
9 Jan.	WGN, 1:30 p.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
10 Jan.	WGN, 9:30 p.m.	Instant Replay
	WGN, 10:00 p.m.	Coach
16 Jan.	WGN, 1:30 p.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
17 Jan.	WGN, 9:30 p.m.	Instant Replay
	WGN, 10:00 p.m.	Coach

\*Times listed are Eastern Standard Time. Times and programs are subject to change without notice.

NOTE: DRTV flights for Army Reserve are expected to start approximately Jan. 18, 1999.

## Army Reserve Print

Publication	Date
Newsweek	
Kaplan College Guide	Jan.

## USAR Prior Service Print

Publication	Date
post newspapers	Week of Jan. 25 and Feb. 25
Army Times (worldwide)	Week of Feb. 1

## Army Reserve Radio

Network	Broadcast
None	

## African-American Reserve Radio Flighted Weeks of Jan. 11 and 25, Feb. 8 and 22

Network	Broadcast
Bailey	
College Radio Network	5-6 times per week
Voices Inc.	
Black College Sportsfile	3-4 times per week

## Hispanic Network Reserve Radio Flighted Weeks of Jan. 11-25, and Feb. 15-22

Spot Radio — One hundred percent in 6 key USAR markets: Chicago, San Antonio, Washington, D.C., San Francisco, Sacramento, and Boston. Number of spots vary by market.

Network Radio/Cadena Caracol — NFL package flighted during weeks of Jan. 4-Feb. 8. Wildcard Games, NFC/AFC Championship, NFC/AFC Finals, Superbowl, and Pro Bowl. Spots for NFL package will be distributed throughout the 6-week schedule.

## Active Medical Corps

Publication	Date
Resident & Staff Physician	Jan. and Feb.
New England Journal of Medical	Feb.
Journal of the American Medical Association (JAMA)	Jan. and Feb.
American Medical News	Jan. and Feb.

## Reserve Medical Corps

Publication	Date
New England Journal of Medical	Jan.
American Family Physician	Jan. and Feb.
Orthopedics	Feb.
Radiology	Jan. and Feb.

## Nurse Corps (Active & Reserve)

Publication	Date
American Journal of Nursing	Jan. and Feb.
Nursing '98	Feb.
RN	Jan. and Feb.

## Nurse Corps-Specialties (Active & Reserve)

Publication	Date
AANA Journal	Feb.
Critical Care Nurse	Feb.
CRNA: The Clinical Forum	Feb.
Advance for Nurse Practitioners	Jan.

## Nurse Corps - Enlisted Specialties (Active & Reserve)

Publication	Date
Journal of Practical Nursing	Jan. and Feb.

## Dental Corps (Active & Reserve)

Publication	Date
Dentistry '99	Feb.
ASDA News	Jan. and Feb.
Journal of American Dental Assoc. (JADA)	Jan. and Feb.
Journal of Endodontics	Feb.
Journal of Periodontology	Jan.
Journal of Oral and Maxillofacial Surgery	Jan. and Feb.
Compendium	Jan.
National Dental Association Journal	Feb.
American Journal of Orthodontics and Dentofacial Orthopedics	Feb.

## Medical Specialist Corps (Active & Reserve)

Publication	Date
Physician Assistant	Jan.
OT Week	Jan. and Feb.
Journal of American Dietetic Association	Jan. and Feb.
Advance for Physical Therapists	Jan. and Feb.

## Medical Service Corps (Active & Reserve)

Publication	Date
American Entomologist	Jan. and Feb.
Pharmacy Times	Jan. and Feb.
Journal of the American Optometric Association	Feb.
Audiology Today	Jan. and Feb.
Civil Engineering	Jan. and Feb.

# Bad Weather Driving — Staying In Control

**And here's an extra tip: Listen to weather forecasts or call a weather information line in your area before driving somewhere. If weather and visibility are hazardous, and your trip is not urgent, stay home.**

Keep a safe distance between you and the vehicle in front of you. Wet or icy roads can require three to nine times more distance to stop than dry pavement. Use the four-second test to maintain a safe distance: when a vehicle in front of you passes a fixed object, allow four seconds before your car passes the same object.

If you get caught in a blizzard or blinding dust storm, pull off the highway as far as possible or look for shelter under a bridge. Put on your hazard flashers and wait it out. Winds can whip the snow into a condition called whiteout, in which the earth and sky seem to blend into each other. Dust and sand storms can be just as deadly. Better to be late for something than rush into certain danger.

Stay below posted speed limits. Traveling on a wet road at a high speed can cause your tires to lose contact with the road. This is called hydroplaning. If you start hydroplaning, the only way to regain control of your vehicle is to slow down. It may also help to drive in the tire tracks left by the vehicle ahead of you.

If you get caught in any type of skid, take your feet off both the gas and the brakes and gently turn the steering wheel in the direction you want the front of your car to go. Jamming on the brakes can cause them to lock, making your vehicle impossible to control. Gently squeeze your brakes only after you've stopped skidding.

If you get stuck in snow, slush or mud, avoid spinning the wheels. Instead, point the front wheels straight ahead, shovel out snow, slush or mud in front of and behind all four wheels (and from under the car) and put gunny sacks, sand, rock salt, cinders or traction mats just in front of the spinning wheels. If you have a stick shift, rock back and forth, rolling a little further each time. Once you're out, keep moving without gunning the gas.

Occasionally test your brakes when it's safe to slow down a moment. Gently pump the a few times before you apply steady pressure. If the brakes aren't slowing car effectively, pull over as far to the right as possible, slow down by switching to low gear and pump the brakes until they work. If the brakes fail, coast and slide against a snow bank or other soft barrier, if possible, until you come to a stop, and phone for a tow truck. Don't try to "make it" to a service station with inoperable brakes.


Use low gears when traveling on slick surfaces, especially up and down hills, to give added traction.

Keep your headlights on in any type of storm, even during the day.

If your windshield, other windows and headlights won't stay clear of snow, pull over safely, stop and clean them off. Good visibility is one of your most important safeguards against an accident.

When entering a patch of fog, slow down gradually and turn on your wipers and defroster. Also, remember that high beams produce too much glare in fog. Low beams won't bounce back to blind you. If the fog is so thick that you can barely see in front of your car, pull off the road, keep the motor running, leave your headlights on and turn on your flashers and inside lights until you can see well enough to continue.

Bridges, overpasses and shaded areas tend to freeze first and stay frozen longer than the rest of the road. Slow down when approaching these areas.

Don't drive through puddles if you think the water level is above the bottom of your hub caps. The water can get into your engine and cause serious damage and can also dampen your brakes. 

— Reprinted from 1994 *Parplay International*



1. The preferred name under which an applicant may enlist will be the name on the:

- a. Birth Certificate
- b. Driver's License
- c. Social Security Card
- d. High School Diploma

2. If an applicant states he has no law violations, but a COI tells the recruiter he does, what should the recruiter do?

- a. Take the applicant's word and continue processing.
- b. Tell the applicant about the COI and let them get their stories straight.
- c. Start running police checks, continue processing. Enlistment will not occur until all checks have returned.
- d. Start running police checks and stop all processing until the checks return.

3. What form may be used to verify Army ROTC?

- a. DA Form 134
- b. DA Form 254
- c. General Billy Mitchell Award Certificate
- d. None of the Above

4. "Cow Tipping" under local law has a maximum confinement penalty of greater than 4 months but less than 1 year. What type of offense is this?

- a. Minor Traffic
- b. Minor Non-Traffic
- c. Misdemeanor
- d. Felony

5. An applicant was fined \$400 for writing a bad check. The value of the check was \$100. What type of offense is this?

- a. Minor Traffic
- b. Minor Non-Traffic
- c. Misdemeanor
- d. Felony

6. Recruiters are allowed to load any software that is useful on their USAREC lap tops so long as it helps with production.

- a. True
- b. False

7. Your assigned high school has given you the date for graduation next spring. In which part of the planning guide would you place this information?

- a. Daily
- b. Monthly
- c. Yearly
- d. It doesn't get placed in planning guide until 3 months from the event date.

8. Where are ASVAB codes posted on the USAREC Form 539 Lead Refinement List (LRL)?

- a. Along the left-hand margin next to the student's name.
- b. Along the right-hand margin next to the disposition code.
- c. In the blue print information box.
- d. There is no specific guidance for placement of the code.

9. Which one of the below briefing items is NOT correct during the initial DEP/DTP orientation?

- a. A synopsis of what the enlistee may expect during basic training.
- b. Provide enlistee with three copies of USAREC Form 512.
- c. Instruct enlistee to make contact a minimum of once every 3 weeks.
- d. Provide enlistee with a SF 1199A.

10. Which four key educators should a recruiter introduce themselves to on a college campus?

- a. Registrar, financial aid officer, career counselor, head custodian.
- b. Alumni president, registrar, financial aid officer, career counselor.
- c. Registrar, financial aid officer, career counselor, veterans affairs officer.
- d. Financial aid officer, career counselor, alumni president, head custodian.

11. What regulation covers the Educators/Center of Influence Tour Program?

- a. USAREC Reg 601-82
- b. USAREC Pam 350-7
- c. USAREC Reg 601-81
- d. DA Pam 345-90

12. When is the garrison cap authorized to be placed under the belt?

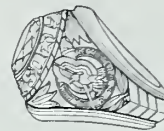
- a. When indoors
- b. When carrying something
- c. When a member of a color guard
- d. Never

The answers to this month's test can be found on the inside back cover.

# Gold Badge



# Recruiter Ring



## ATLANTA

SSG Jeffrey Froelich  
SSG Joseph Tochrop  
SGT George Hill

## ATLANTA

SFC Kenneth Hollis  
SSG Franklin Garrett

## CHICAGO

SSG Alan Jones

## DENVER

SFC Raymond W. Rocho

## COLUMBUS

SFC Shawn J. Paynemiller

## GREAT LAKES

SSG Jackie R. Gaiters

## NEW YORK CITY

SFC Wiley Moffett  
SSG Lonnie Lee Spikes, Jr.

## GREAT LAKES

SSG Brian McCarty

## RALEIGH

SSG Kimberly Lewis

## MID-ATLANTIC

SSG Paul Dobson

## KANSAS CITY

SSG Robert J. Ritzinger

## SALT LAKE CITY

SSG Bradley A. Frey

## NEW YORK CITY

SSG Journey Stewart

## PORTLAND

SFC Timothy McCray

## SACRAMENTO

SFC Leonardi A. Wilcox  
SSG James S. Burns  
SSG David S. Flenner  
SSG Lawrence S. Kagawa  
SSG Earl L. Raehsler  
SSG William W. Thomas  
SSG Kenneth E. Warrington  
SGT Christopher M. King

## MILWAUKEE

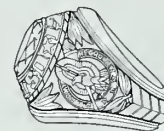
SFC Michael A. Cochran  
SFC James C. Rucker

## 1ST AMEDD

SFC Kevin R. Buck

## NASHVILLE

SFC Jesse A. Farris



# Morrell Awards

## PITTSBURGH

SFC Patrick T. Vetter

## SALT LAKE CITY

SSG Michael J. Lynch

## 2D AMEDD

SFC James W. Appling  
SFC William Jones  
SFC Adalberto Negróni

## RALEIGH

SFC Deborah Robinson

## 1ST AMEDD

SFC Priscilla Ruiz

## The Glen E. Morrell Award



The Glen E. Morrell Award is the ultimate achievement award offered by USAREC for recruiting excellence. The award was named after retired Sergeant Major of the Army Glen E. Morrell, who served as the USAREC command sergeant major from October 1981 to September 1982.

The award is a bronze medallion hung on a red, white, and blue ribbon. It is authorized for wear with the dress blue uniform when attending USAREC formal functions. The design of the medallion is a result of a USAREC-wide competition. The eagle on the front with the American flag in the background is symbolic of our freedom. The 13 stars represent the original 13 states. On the back are the Liberty Bell and the American flag, the USAREC flag and Recruiter Ring, encircled by 50 stars representing the 50 states.

Only recruiters who have distinguished themselves as experts by earning the Recruiter Ring may compete for the Morrell Award. After receiving the ring, recruiters must earn a total of 2,400 points to become eligible to join the truly elite group of Morrell Award recipients.



# Quality Volume - The Key To Our Success

## Headquarters U.S. Army Recruiting Command

RSM NOVEMBER 1998



### TOP RA RECRUITERS

SFC Myles, K.  
(Beckley)

SSG Johnson, A.  
(Nashville)

SFC Baker, S.  
(Indianapolis)

SSG Tarcha, T.  
(New Orleans)

SSG Boatwright, E.  
(Phoenix)

&  
SFC Bentley, H.  
(St. Louis)

### TOP USAR RECRUITERS

SFC Benesh, D.  
(Syracuse)

SFC Audette, D.  
(Raleigh)

SFC Lee, P.  
(Great Lakes)

SSG Parker, L.  
(New Orleans)

SSG Kreiberg, R.  
(Los Angeles)

### TOP LPSC STATIONS

Georgia Avenue  
(Baltimore)

Columbus South  
(Atlanta)

Waterford  
(Great Lakes)

Marrero  
(New Orleans)

Bakersfield South  
(Los Angeles)

### TOP OPSC STATIONS

Ellsworth  
(New England)

Batesville  
(Jackson)

Rensselaer  
(Indianapolis)

Effingham  
(St. Louis)

Eureka  
(Portland)

### TOP COMPANY

Aguadilla  
(Miami)

### TOP AMEDD

Philadelphia

Georgia  
&  
Alabama

Minneapolis

Oklahoma City

Northern California

***“Be All You Can Be!”***

EVAN R. GADDIS  
Major General, USA  
Commanding

RO/FY 99-02

### Answers to the Test

1. c, AR 601-210, para 2-5e

2. c, AR 601-210, para 2-10a(3)

3. a, AR 601-210, para 2-21a(1)

4. c, AR 601-210, para 4-4c(1)

5. c, AR 601-210, Table 4-22e

6. b, USAREC Reg 600-25, para 2-6a(2)

7. b, USAREC Reg 350-6, Appendix B,  
para a(1)

8. a, USAREC Reg 350-6, para 3-13b

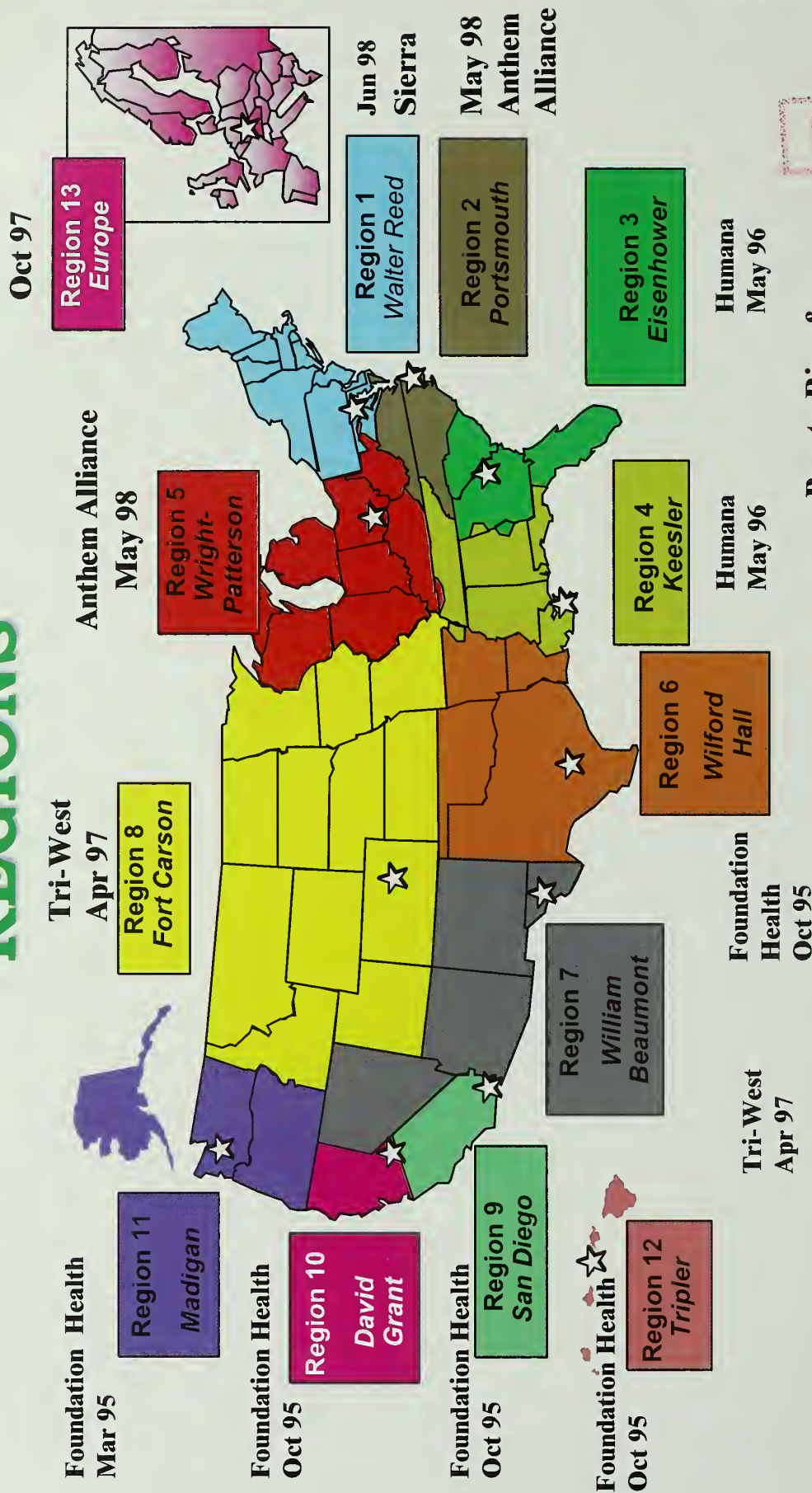
9. c, USAREC Reg 350-6, para 6-2d

10. c, USAREC Pam 350-13, para 11-7b

11. c, USAREC Reg 601-81

12. d, AR 670-1, para 1-10i(4)

# TRICARE HEALTH SERVICE REGIONS



Puerto Rico &  
Virgin Islands  
(In development)

As of November 24, 1998

